

NOTICE OF FILING

Details of Filing

Document Lodged: Affidavit - Form 59 - Rule 29.02(1)
Court of Filing: FEDERAL COURT OF AUSTRALIA (FCA)
Date of Lodgment: 22/09/2025 4:03:27 PM AEST
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File Number: NSD951/2025
File Title: JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR
Registry: NEW SOUTH WALES REGISTRY - FEDERAL COURT OF AUSTRALIA



A handwritten signature in blue ink that reads "Sia Lagos".

Registrar

Important Information

This Notice has been inserted as the first page of the document which has been accepted for electronic filing. It is now taken to be part of that document for the purposes of the proceeding in the Court and contains important information for all parties to that proceeding. It must be included in the document served on each of those parties.

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Form 59
Rule 29.02(1)

Affidavit

No. NSD951 of 2025

Federal Court of Australia
District Registry: New South Wales
Division: Human Rights

Joseph Toltz and others

Applicants

John Keane and another

Respondents

Affidavit of: **Michael David Bradley**
Address: Level 4, 343 George Street, Sydney NSW 2000
Occupation: Managing Partner
Date: 22 September 2025

I Michael David Bradley affirm:

1. I am the Managing Partner of the firm Marque Lawyers, solicitors for the First Respondent. I am authorised to make this affidavit on the First Respondent's behalf.
2. Unless otherwise indicated, I make this affidavit on my own knowledge, information and belief and based on my knowledge and experience as a solicitor.

Interlocutory Application

3. On 1 August 2025, I received an email from Ms Upekha Wedage of Rotstein Commercial Lawyers, solicitors for the Applicants, in which she attached an interlocutory application filed on behalf of the Applicants (**Interlocutory Application**), together with

Filed on behalf of (name & role of party)	John Keane, First Respondent	
Prepared by (name of person/lawyer)	Michael Bradley	
Law firm (if applicable)	Marque Lawyers	
Tel	(02) 8216 3000	Fax
Email	michaelb@marquelawyers.com.au; laureng@marquelawyers.com.au; andrea@marquelawyers.com.au	
Address for service (include state and postcode)	Level 4, 343 George St, Sydney NSW 2000	

the affidavit of Joseph Toltz affirmed 1 August 2025 (**Toltz Affidavit**). A copy of Ms Wedage's email is annexed to this affidavit at **page 6** and marked **Annexure "MDB-1"**.

4. From my review of the Interlocutory Application, I have observed that as at 1 August 2025, the Applicants seek orders granting:
 - (a) the First and Second Applicants leave to continue the proceeding on their own behalf and on behalf of thirteen further individuals identified in paragraph 1 of the Interlocutory Application;
 - (b) leave to amend the title of the proceeding to reflect the Applicants' intention to continue their proceeding on their own behalf and on behalf of those persons; and
 - (c) leave to amend the Originating Application and the Statement of Claim filed by the Applicants on 13 June 2025 in the form identified in Exhibit JT4 to the Toltz Affidavit.

Correspondence with Applicants' solicitors

5. On 5 September 2025, I received an email from Mr Daniel McCoach of Rotstein Commercial Lawyers, in which he attached draft copies of the Applicants' Amended Originating Application and Amended Statement of Claim in this proceeding (**Draft Amended Pleadings**).
6. I observed that the Draft Amended Pleadings were in a different form to those referred to in the Interlocutory Application and identified in Exhibit JT4 to the Toltz Affidavit.
7. On 8 September 2025, I was copied to an email from Ms Lauren Gasparini of Marque Lawyers to Mr McCoach in which she requested that the Applicants file an Amended Interlocutory Application to reflect the Draft Amended Pleadings.
8. On 9 September 2025:
 - (a) I was copied to an email from Mr McCoach to Ms Gasparini in which he (among other things) declined on behalf of the Applicants to file an Amended Interlocutory Application as requested by Ms Gasparini "*at this time*", and otherwise foreshadowed raising the issue of an Amended Interlocutory Application "*at the next hearing where leave will be sought in accordance with the amended documents and after having regard to the respondents' objections to*" the Draft Amended Pleadings; and
 - (b) I sent an email to Mr McCoach in which I (among other things) reiterated Ms Gasparini's request that the Applicants file an Amended Interlocutory Application.
9. On 11 September 2025, I subsequently received an email from Mr McCoach in which he (among other things) declined again to provide an Amended Interlocutory Application.

Copies of the correspondence referred to at paragraphs 5-9 above are annexed to this affidavit at **pages 7 to 10** and marked **Annexure "MDB-2"**.




Further documents

10. In the course of preparing this affidavit, I have reviewed the following materials which are identified by the Applicants in particular (b) to paragraph 46 of the draft Amended Statement of Claim, and which were provided to me by Mr Elijah Rasic of Rotstein Commercial Lawyers by email on 1 August 2025.
- (a) An email from Dr Avril Alba to Professor Mark Scott (Vice-Chancellor of the Second Respondent) and Professor Annamarie Jagose (Senior Deputy Vice-Chancellor and Provost of the Second Respondent) (copying others) dated 8 November 2023. A copy of Professor Alba's email is annexed to this affidavit at **pages 11-12** and marked **Annexure "MDB-3"**.
 - (b) An email chain between Ms Yulia Berlin Firer (one of the individuals identified by the Applicants as a "represented person" in Schedule A to the draft Amended Originating Application (**Proposed Represented Person**)), Dr Alba, Professor Scott and Professor Jagose (copying others) dated between 8 November 2023 and 9 November 2023. A copy of this email chain is annexed to this affidavit at **pages 13-16** and marked **Annexure "MDB-4"**.
 - (c) An email chain between Dr Lionel Babicz (a Proposed Represented Person), Dr Alba, Professor Scott, Professor Jagose and Ms Yulia Berlin Firer (copying others) dated between 8 November 2023 and 9 November 2023). A copy of this email chain is annexed to this affidavit at **pages 17- 20** and marked **Annexure "MDB-5"**.
 - (d) An email chain between Dr Michael Abrahams-Sprod (Senior Lecturer of the Second Respondent), Professor Scott, Professor Jagose and Peter Wertheim (the Co-Chief Executive Officer of the Executive Council of the Australian Jewry) (copying others) dated 8 November 2023. A copy of this email chain is annexed to this affidavit at **pages 21-23** and marked **Annexure "MDB-6"**.
 - (e) An email from Professor Emeritus Suzanne Rutland (the Second Applicant) to Professor Scott and Professor Jagose dated 8 November 2023. A copy of Professor Emeritus Rutland's email is annexed to this affidavit at **pages 24-25** and marked **Annexure "MDB-7"**.
 - (f) An email chain between Dr Loren Mowszowski (a Proposed Represented Person), Professor Scott, Professor Jagose, Ms Naomi Connolly (Senior Manager, Workplace Behaviour and Conduct of the Second Respondent) and Ms Jodi Dickson (Director Workplace Relations of the Second Respondent) dated between 9 November 2023 and 21 May 2024. A copy of this email chain is annexed to this affidavit at **pages 26-42** and marked **Annexure "MDB-8"**.




- (g) Email chain between Dr Lionel Babicz, Professor Jagose and Ms Berlin Firer (copying others) dated between 8 November 2023 and 9 November 2023. A copy of this email chain is annexed to this affidavit at **pages 43-44** and marked **Annexure "MDB-9"**.
- (h) Email from Mr Wertheim to Professor Scott dated 1 December 2023. A copy of Mr Wertheim's email is annexed to this affidavit at **pages 45-46** and marked **Annexure "MDB-10"**.
- (i) Email from Professor Scott to Mr Wertheim dated 11 December 2023. A copy of Professor Scott's email is annexed to this affidavit at **page 47** and marked **Annexure "MDB-11"**.
- (j) Letter from Professor Emeritus Rutland to the Vice Chancellor, Provost, Chancellor and the Senate of the Second Respondent dated 17 January 2024, and appendix. Copies of Professor Emeritus Rutland's letter and appendix are annexed to this affidavit at **pages 48-52** and marked **Annexure "MDB-12"**.
- (k) Letter from Professor Scott to Professor Emeritus Rutland dated 13 February 2024. A copy of Professor Scott's letter is annexed to this affidavit at **pages 53-55** and marked **Annexure "MDB-13"**.
- (l) Email chain between Ms Connolly and Dr Babicz dated between 21 December 2023 and 19 March 2024. A copy of this email chain is annexed to this affidavit at **pages 56-61** and marked **Annexure "MDB-14"**.
- (m) Email chain between Ms Connolly and Dr Andy Smidt (the proposed Fifth Applicant) dated between 21 December 2023 and 19 March 2024. A copy of this email chain is annexed to this affidavit at **pages 62-64** and marked **Annexure "MDB-15"**.
- (n) Letter from Professor Lisa Adkins (Dean, Faculty of Arts and Social Sciences of the Second Respondent) to Dr Babicz dated 3 April 2024. A copy of Professor Adkins letter is annexed to this affidavit at **pages 65-66** and marked **Annexure "MDB-16"**.
- (o) Letter from Professor Adkins to Dr Mowszowski dated 3 April 2024. A copy of Professor Adkins letter is annexed to this affidavit at **pages 67-68** and marked **Annexure "MDB-17"**.
- (p) Email chain between Professor Adkins and Dr Babicz (copying Ms Connolly) dated between 3 April 2024 and 10 May 2024. A copy this email chain is annexed to this affidavit at **pages 69-72** and marked **Annexure "MDB-18"**.
11. From my review of the documents referred to in the preceding paragraph, I have observed that (among other things) on 21 December 2023, Dr Babicz sent an email to Ms Connolly, in which Dr Babicz referred to the flags depicted in the post published by




the First Respondent on 8 October 2023 on his X platform as “five **Islamic** green flags (**not** Palestinian flags, but **Islamic** flags” (emphasis as per original). A copy of Dr Babicz’s email is included at **page 60** of **Annexure “MDB-14”**.


12. In the course of preparing this affidavit, I have also reviewed the following further documents.

(a) an open letter entitled ‘Statement by Jewish university staff and students regarding racial vilification allegations at the University of Sydney’ which was published by Overland on 29 May 2025 (and can be accessed via the following URL link; <https://overland.org.au/2025/05/statement-by-jewish-university-staff-and-students-regarding-racial-vilification-allegations-at-the-university-of-sydney/>). A copy of this open letter is annexed to this affidavit at **pages 73-76** and marked **Annexure “MDB-19”**.


(b) pages 1 and 3 of the company Constitution of Australian Academic Alliance Against Antisemitism Ltd (**5A Constitution**), which can be accessed and downloaded from the Australian Charities and Not-for-profits Commission website via the following link; <https://acncpubfilesprodstorage.blob.core.windows.net/public/f8a1987e-2edd-ee11-904d-002248122b18-45660699-c2bc-466f-a882-e7c648ae22e9-Governing%20Document-5baaa c7a-c406-ef11-9f89-6045bde4e6cf-002 Company Constitution Redacted.pdf>. Copies of pages 1 and 3 of the 5A Constitution is annexed to this affidavit at **pages 77-78** and marked **Annexure “MDB-20”**.

Affirmed by the deponent
at Sydney
in New South Wales
on 22 September 2025
Before me:

)
)
)
)
)



Signature of deponent



Signature of witness

Andrea-Marie Farrugia
Solicitor
Marque Lawyers
Level 4, 343 George St
Sydney NSW 2000

Annexure "MDB-1"

Andrea Farrugia

From: Upekha Wedage <upekha.wedage@rotsteins.com.au>
Sent: Friday, 1 August 2025 3:22 PM
To: Michael Bradley; Julie.Mills@ashurst.com
Cc: Daniel McCoach; Hamish Rotstein; Andrea Farrugia; Lauren Gasparini; erina.higgins@ashurst.com; Jennifer.Chen@ashurst.com; Stephen.Woodbury@ashurst.com; Elijah Rasic
Subject: RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR
Attachments: FCA_form035_20110801 (2) (003) interlocutory application Keane - 1.8.2025 stamped.pdf; Affidavit Joseph Toltz - Executed with exhibits 1.8.2025 stamped.pdf

Dear Colleagues,

Please find **attached** by way of service sealed copies of the Interlocutory Application and supporting Affidavit of Joseph Toltz (First Applicant) in relation to the Keane proceeding (NDS951/2025), filed with the Court at approximately 2:39PM earlier today. The affidavit contains our clients' intended Amended Originating Application and Amended Statement of Claim in the proceeding (as exhibit JT-4).

We would be grateful if you would indicate by **4pm on Monday (4 August 2025)** whether your clients consent to or do not oppose the application.

Kind regards,

Upekha Wedage
Associate



Member of Consulegis, an international network of law firms

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Annexure "MDB-2"

Andrea Farrugia

From: Daniel McCoach <daniel.mccoach@rotsteins.com.au>
Sent: Thursday, 11 September 2025 1:27 PM
To: Michael Bradley
Cc: Elijah Rasic; Hamish Rotstein; Andrea Farrugia; Stephen.Woodbury@ashurst.com; Lauren Gasparini; Julie.Mills@ashurst.com; erina.higgins@ashurst.com; Jennifer.Chen@ashurst.com
Subject: RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR [Marque-DOCUMENTS.FID124631]

Dear Mr Bradley,

Your position in the emails below suggesting that our clients need do anything further, is misconceived. We are proceeding on the amended documents (being the amended Originating Application and amended Statement of Claim in the Keane matter) which were sent to your office and the second respondents' representatives on 5 September 2025, in accordance with Order 2 of Kennett J of 21 August 2025. Our action was entirely in accordance with the existing timetable. Nothing further is required from the applicants.

If your client nevertheless seeks to relist the matter, we will rely on this correspondence for purposes of costs.

To sensibly progress the matter, we note your client's choice as to whether or not to take any action in relation to Order 3 of 21 August 2025. If no objection is taken, and if your client agrees to the form of the documents served on you standing in their current form, please advise us as such and we will seek to file them forthwith with consent of the parties (assuming such consent is forthcoming from the second respondent). Our understanding based on the last directions hearing is that this may be the position of the second respondent (at least in relation to the representative issue).

If not, in our view your client should proceed to object in accordance with Order 3.

The statutory provisions/rules you refer to are referred to and set out in the amended documents.

Kind regards,

Daniel McCoach
Director



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From: Michael Bradley <michaelb@marquelawyers.com.au>

Sent: Tuesday, 9 September 2025 12:29 PM

To: Daniel McCoach <daniel.mccoach@rotsteins.com.au>; Lauren Gasparini <laureng@marquelawyers.com.au>

Cc: Elijah Rasic <Elijah.Rasic@rotsteins.com.au>; Hamish Rotstein <hamish@rotsteins.com.au>; Andrea Farrugia <andrea@marquelawyers.com.au>; Stephen.Woodbury@ashurst.com; Julie.Mills@ashurst.com; erina.higgins@ashurst.com; Jennifer.Chen@ashurst.com

Subject: RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR [Marque-DOCUMENTS.FID124631]

Dear Mr McCoach,

What you are suggesting is untenable. Both we and the University's lawyers put you on notice many weeks ago of concerns we had with your clients' interlocutory application, including that it appeared to us to have been brought out of time and pursuant to the wrong statutory provisions. The application also does not include leave to add a new applicant at all, which is obviously required. You are now suggesting that we should file our objections to what we guess your clients' amended application will be (because it clearly must be amended), before your clients are obliged to inform us of the application's final form. And you consider that that will most efficiently be done in the course of the interlocutory hearing with no prior notice to the respondents.

Please serve us with an amended interlocutory application by 11 September, or we will be forced to ask his Honour to relist the matter yet again.

Regards

Michael Bradley

Managing Partner

MARQUE Lawyers Pty Ltd

 Certified

P: +612 8216 3006 M: +61 419 610 016

Gadigal Country, Level 4, 343 George Street Sydney 2000

marquelawyers.com.au / [LinkedIn](#) / [Bluesky](#) / [Instagram](#)

We do not disclaim anything about this email. We're quite proud of it, really.

Corporation

From: Daniel McCoach <daniel.mccoach@rotsteins.com.au>

Sent: Tuesday, 9 September 2025 11:53 AM

To: Lauren Gasparini <laureng@marquelawyers.com.au>

Cc: Elijah Rasic <Elijah.Rasic@rotsteins.com.au>; Hamish Rotstein <hamish@rotsteins.com.au>; Michael Bradley <michaelb@marquelawyers.com.au>; Andrea Farrugia <andrea@marquelawyers.com.au>;

Stephen.Woodbury@ashurst.com; Julie.Mills@ashurst.com; erina.higgins@ashurst.com;

Jennifer.Chen@ashurst.com

Subject: RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR [Marque-DOCUMENTS.FID124631]

Dear Ms Gasparini,

Order 2 required that our clients provide draft documents indicating, inter alia, which additional persons will be sought to be added as applicants. Our clients have complied with same Order.

No further material is required to be filed by our clients at this time. To the extent that a new application is or will be necessary, it will be raised at the next hearing where leave will be sought in accordance with the amended documents and after having had regard to the respondents' objections provided pursuant to Order 3 (if any).

This was already explained by our clients' counsel at the hearing on 21 August 2025.

Kind regards,

Daniel McCoach
Director



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From: Lauren Gasparini <laureng@marquelawyers.com.au>
Sent: Monday, 8 September 2025 4:12 PM
To: Daniel McCoach <daniel.mccoach@rotsteins.com.au>
Cc: Elijah Rasic <Elijah.Rasic@rotsteins.com.au>; Hamish Rotstein <hamish@rotsteins.com.au>; Michael Bradley <michaelb@marquelawyers.com.au>; Andrea Farrugia <andrea@marquelawyers.com.au>; Stephen.Woodbury@ashurst.com; Julie.Mills@ashurst.com; erina.higgins@ashurst.com; Jennifer.Chen@ashurst.com
Subject: RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR [Marque-DOCUMENTS.FID124631]

Dear Daniel


We refer to your below email and your clients' draft documents. We also refer to your clients' interlocutory application underpinning these draft documents, originally filed on 1 August 2025.

The orders sought in your clients' interlocutory application do not reflect the attached draft documents and it does not appear that your clients have filed an amended application. For example, your clients have not sought an order for Mr Smidt to be added as the fifth applicant. Your clients' interlocutory application instead seeks an order that Mr Smidt be represented by the first and second applicants.

We request that your clients please file an amended interlocutory application as soon as possible, which correctly identifies the orders being sought and also identifies the Court's power under which those orders are being sought.

Kind regards
Lauren

Lauren Gasparini
Senior Associate
MARQUE Lawyers Pty Ltd

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Gadigal Country, Level 4, 343 George Street Sydney 2000
marquelawyers.com.au / [LinkedIn](#) / [Bluesky](#) / [Instagram](#)
We do not disclaim anything about this email. We're quite proud of it, really.

From: Daniel McCoach <daniel.mccoach@rotsteins.com.au>
Sent: Friday, 5 September 2025 4:01 PM

To: Michael Bradley <michaelb@marquelawyers.com.au>; Lauren Gasparini <laureng@marquelawyers.com.au>; Andrea Farrugia <andrea@marquelawyers.com.au>; Stephen.Woodbury@ashurst.com; Julie.Mills@ashurst.com; erina.higgins@ashurst.com; Jennifer.Chen@ashurst.com
Cc: Elijah Rasic <Elijah.Rasic@rotsteins.com.au>; Hamish Rotstein <hamish@rotsteins.com.au>
Subject: RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR

Dear Colleagues,

RE: NSD951/2025 JOSEPH TOLTZ & ORS v JOHN KEANE & ANOR

We refer to the orders of his Honour made on 21 August 2025 in the above proceedings (**Orders**).

Pursuant to Order 2, please find **attached** the applicants' draft amended originating application and draft amended statement of claim, indicating the additional person sought to be added as an applicant, and which persons which are sought to be represented by the first and second applicants.

Kind regards,

Daniel McCoach
Director



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W www.rotsteins.com.au

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Annexure "MDB-3"

From: Avril Alba avril.alba@sydney.edu.au  
Subject: Complaint re conduct
Date: 8 November 2023 at 10:51
To: Mark Scott mark.scott@sydney.edu.au, Annamarie Jagose annamarie.jagose@sydney.edu.au
Cc: Joseph Toltz joseph.toltz@sydney.edu.au, Lionel Babicz lionel.babicz@sydney.edu.au, Yulia Berlin Firer yulia.berlinfirer@sydney.edu.au



Dear Mark and Annamarie,

As you are no doubt aware, a university-wide email debate has been underway, set off by a message from Prof John Keane questioning the decision made by the University management to not condone any support for terrorism or the terrorist acts of 7 October.

Up until now, this debate, while disturbing, has been conducted with decency. This morning, the email below was circulated by A/Prof Jake Lynch. It can be read as ostensibly intimidating and we have already received emails from concerned colleagues. I have highlighted the sentence in question below.

We believe that this sentence may be in contravention of our EBA which states that an individual has the right to "express unpopular or controversial views, provided that in doing so staff must not engage in harassment, vilification or intimidation," and also may fall under the provision in the Freedom of Speech act that states that the university has the duty to foster the wellbeing of staff and students which:

- includes the duty to ensure that no member of staff and no student is subject to threatening or intimidating behaviour by another person or persons on account of anything they have said or proposed to say in exercising their freedom of speech;
- supports reasonable and proportionate measures to prevent or proscribe any person from using lawful speech which a reasonable person would regard, in the circumstances, both:
 - a. as likely to humiliate, intimidate, harass or bully other persons; and
 - b. as being intended to have any one or more of those effects;

We believe from the tone and content of A/Prof Lynch's email that he may well have been intending exactly the above and would appreciate knowing what action the university might take.

Thank you for your consideration of this request. Sincerely,

A/Prof Avril Alba, Dr Joseph Toltz, Dr Lionel Babicz, Yulia Berlin Firer

Hi Colin, thanks for clarifying. Of course! They're not really civilians after all. That'll explain the systematic targeting of journalists, record death toll among aid workers and thousands of children killed.

All consequences made eminently foreseeable by similar previous episodes - and it is, as you'll recall Max Weber arguing, foreseeability that confers responsibility.

Still, if unsure, we can go back and check the note we've all doubtless made, of the colleagues who've declared this part of a just war.

*Meanwhile, I will await with interest your direction as to where I might find a *globally agreed* definition of terrorism (apart from the UNODC one) that can be regarded as 'proper'. Y'know, as distinct from 'politically convenient'.*

Yours aye

Jake

DR AVRIL ALBA

Associate Professor in Holocaust Studies and Jewish Civilisation

Hebrew, Biblical and Jewish Studies

Deputy HoS (Research) School of Languages and Cultures

THE UNIVERSITY OF SYDNEY

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I acknowledge the Gadigal people of the Eora Nation, whose land I walk, work, and gather on every day.

CRICOS 00026A

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Annexure "MDB-4"

From: [Sara Hakim](#)
To: [Sara Hakim](#)
Subject: FW: Yulia Berlin Firer Keane Complaint re conduct (LR 240107)
Date: Wednesday, 31 July 2024 11:04:11 AM

On 9 Nov 2023, at 08:00, Annamarie Jagose
<annamarie.jagose@sydney.edu.au> wrote:

Dear Yulia,

We don't know each other yet but I thank you for your email. I have added it to the incoming information that we are currently looking into.

Please stay connected with the colleagues that you have copied into this email.

Best regards,
Annamarie.

PROFESSOR ANNAMARIE JAGOSE | FAHA | FRSN
Provost and Deputy Vice-Chancellor
Office of the Vice-Chancellor

THE UNIVERSITY OF SYDNEY

FOR DIARY MATTERS PLEASE CONTACT: E dvc_provost@sydney.edu.au

W <http://sydney.edu.au>

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From: Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 8:05 pm
To: Annamarie Jagose
<annamarie.jagose@sydney.edu.au>, Avril Alba
<avril.alba@sydney.edu.au>, Mark Scott
<mark.scott@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>, Lionel Babicz <lionel.babicz@sydney.edu.au>
Subject: Re: Complaint re conduct

Dear Annamarie,

Please see Jake's post on his X account, also please note how he is deliberately displayed our names to name and shame. This is beyond harassment.

<https://twitter.com/jkeaneSDN/status/172211144559557019>
4

Kind regards,

A petrified University of Sydney Tutor.

Yulia

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From: Annamarie Jagose <annamarie.jagose@sydney.edu.au>
Sent: Wednesday, November 8, 2023 1:03:00 PM
To: Avril Alba <avril.alba@sydney.edu.au>; Mark Scott <mark.scott@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>; Lionel Babicz <lionel.babicz@sydney.edu.au>; Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>
Subject: Re: Complaint re conduct

Dear Avril,

Good to hear from you and I regret it is under present circumstances.

This is just a brief note to say that we have received your email and are looking into the specific matter that you raise with colleagues.

Take care,
Annamarie.

PROFESSOR ANNAMARIE JAGOSE | FAHA | FRSN
Provost and Deputy Vice-Chancellor
Office of the Vice-Chancellor

THE UNIVERSITY OF SYDNEY

FOR DIARY MATTERS PLEASE CONTACT: E dvc.provost@sydney.edu.au

W <http://sydney.edu.au>

CRICOS 00026A

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From: Avril Alba <avril.alba@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 10:51 am
To: Mark Scott <mark.scott@sydney.edu.au>, Annamarie Jagose <annamarie.jagose@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>, Lionel Babicz <lionel.babicz@sydney.edu.au>, Yulia Berlin Firer

[<yulia.berlinfirer@sydney.edu.au>](mailto:yulia.berlinfirer@sydney.edu.au)

Subject: Complaint re conduct

Dear Mark and Annamarie,

As you are no doubt aware, a university-wide email debate has been underway, set off by a message from Prof John Keane questioning the decision made by the University management to not condone any support for terrorism or the terrorist acts of 7 October.

Up until now, this debate, while disturbing, has been conducted with decency. This morning, the email below was circulated by A/Prof Jake Lynch. It can be read as ostensibly intimidating and we have already received emails from concerned colleagues. I have highlighted the sentence in question below.

We believe that this sentence may be in contravention of our EBA which states that an individual has the right to "express unpopular or controversial views, provided that in doing so staff must not engage in harassment, vilification or intimidation," and also may fall under the provision in the Freedom of Speech act that states that the university has the duty to foster the wellbeing of staff and students which:

- includes the duty to ensure that no member of staff and no student is subject to threatening or intimidating behaviour by another person or persons on account of anything they have said or proposed to say in exercising their freedom of speech;
- supports reasonable and proportionate measures to prevent or proscribe any person from using lawful speech which a reasonable person would regard, in the circumstances, both:
 1. as likely to humiliate, intimidate, harass or bully other persons; and
 2. as being intended to have any one or more of those effects;

We believe from the tone and content of A/Prof Lynch's email that he may well have been intending exactly the above and would appreciate knowing what action the university might take.

Thank you for your consideration of this request. Sincerely,

A/Prof Avril Alba, Dr Joseph Toltz, Dr Lionel Babicz, Yulia Berlin Firer

Hi Colin, thanks for clarifying. Of course! They're not really civilians after all. That'll explain the systematic targeting of journalists, record death toll among aid workers and thousands of children killed.

All consequences made eminently foreseeable by similar previous episodes - and it is, as you'll recall Max Weber arguing, foreseeability that confers responsibility.

Still, if unsure, we can go back and check the note we've all doubtless made, of the colleagues who've declared this part of a just war.

*Meanwhile, I will await with interest your direction as to where I might find a *globally agreed* definition of terrorism (apart from the UNODC one) that can be regarded as 'proper'. Y'know, as distinct from 'politically convenient'.*

Yours aye

Jake

DR AVRIL ALBA

Associate Professor in Holocaust Studies and Jewish Civilisation

Hebrew, Biblical and Jewish Studies

Deputy HoS (Research) School of Languages and Cultures

THE UNIVERSITY OF SYDNEY


Rm 619 Brennan MacCallum Building A18 |

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[facebook.com/HBJSdepartment/](https://www.facebook.com/HBJSdepartment/); [https://www.instagram.com](https://www.instagram.com/HBJS_Usyd/?hl=en)

[/HBJS_Usyd/?hl=en](https://twitter.com/HBJS_Usyd); https://twitter.com/HBJS_Usyd

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Annexure "MDB-5"

On 9 Nov 2023, at 09:51, Lionel Babicz <lionel.babicz@sydney.edu.au> wrote:

Dear Annamarie,

I would like to reinforce Yulia's message.

John Keane started that discussion, and then put a target on the back of people who dare contradict him: he's displaying our names on X (Twitter) with a comment implying we're some sort of illuminated Nazis ('convinced they are victims of non-humans who imperil their Promised Land').

Kind regards,

Lionel Babicz
SLC - Japanese Studies & Asian Studies



John Keane
@jkeaneSDN

an *ad hominem* response to my Open Letter by a small group of pro-Israel staff members: defamatory insults ('repulsive' etc) mixed with self-righteous indignation of people convinced they are victims of non-humans (Palestinians) who imperil their Promised Land...

Dear John,

The University's Charter of Freedom of Speech and Academic Freedom allows you to express your views. However, those reading your letter should be aware of its inaccuracies. You accuse Israel of promoting indiscriminate warfare and genocide and the murder of innocents without compunction, and your letter culminates in a repulsive reversal of victims and perpetrators in which you liken the actions of Israel to those of the Nazis. There is also not one mention of the atrocities of October 7, which is not only deeply disappointing, but also a shockingly inhumane omission. We believe that in the context of war, any loss of civilian life is tragic: Palestinian, Israeli, and any other nationality. To draw an equivalence, however, between the acts of terror witnessed and documented via bodycams from Hamas themselves, and the awful civilian deaths of Gazans (many of whom are deliberately placed in the line of fire as human shields) by Israeli army fire, is unconscionable.

Dr Michael Abrahams-Sprod
A/Prof Avril Alba
Dr Lionel Babicz
Yulia Berlin-Firer
Professor David Celemajer
A/Prof Ilan Dar-Nimrod
Dr Jennifer Dowling
Dr Yona Gilead
Professor Judy Kay
Professor Gustav Lehrer
Dr Guy Mayraz

How do you know?
When students are teaching themselves, not every lecture is delivered from the main realities of the world. Unconscionable, you say using other words, are public spaces supportive of competing perspectives of 'knowledge' and 'truth'. Inconscionable will be the university community because the act of making, learns to accept that human lives can legitimately be laid in different ways, in opposition to arrogance and ignorance, lies and violence.

Let us welcome and give welcome to students. You say our University supports 'the rights of students and staff to engage in political discussion' that that anybody who writes 'pro-accusation statements or accusations, including support for Hamas's recent terrorist attacks' will be the target of such disciplinary proceedings, including termination of employment. Many staff and students have noted an error here with your definition of the suitable. It is founded on silence about such ugly matters as non-stop aerial bombardment, the illegal use of white phosphorus bombs on civilians, tender violence, bulldozers wrecking the bones of fearful innocents, death by suffocation under rubble, devilish propaganda dropped from the skies, the wilful destruction of mosques, churches, schools and universities, and crazed plans for the forcible removal of millions of people from their ancestral homelands.

If toleration depends upon silence about these grim matters then it's an objectionable principle that has no place in the life of our University. Toleration purports to be a pleasing and heart-warming ethic. The word itself is from the Latin *tolerare*, to endure, or *quiescere*, to be quiet or not act with some person or situation otherwise desired.

Gideon Levy and 9 others

3:38 PM · Nov 8, 2023 · 9,981 Views

25 Reposts 5 Quotes 63 Likes 10 Bookmarks

On 9 Nov 2023, at 08:00, Annamarie Jagose <annamarie.jagose@sydney.edu.au> wrote:

Dear Yulia,

We don't know each other yet but I thank you for your email. I have added it to the incoming information that we are currently looking into.

Please stay connected with the colleagues that you have copied into this email.

Best regards,
Annamarie.

PROFESSOR ANNAMARIE JAGOSE | FAHA | FRSN
Provost and Deputy Vice-Chancellor
Office of the Vice-Chancellor

THE UNIVERSITY OF SYDNEY

FOR DIARY MATTERS PLEASE CONTACT: E dyr.provost@sydney.edu.au

W <http://sydney.edu.au>

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From: Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 8:05 pm
To: Annamarie Jagose <annamarie.jagose@sydney.edu.au>, Avril Alba <avril.alba@sydney.edu.au>, Mark Scott <mark.scott@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>, Lionel Babicz <lionel.babicz@sydney.edu.au>
Subject: Re: Complaint re conduct

Dear Annamarie,

Please see Jake's post on his X account, also please note how he is deliberately displayed our names to name and shame. This is beyond harassment.

<https://twitter.com/ikeaneSDN/status/1722111445595570194>

Kind regards,

A petrified University of Sydney Tutor.

Yulia

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From: Annamarie Jagose <annamarie.jagose@sydney.edu.au>
Sent: Wednesday, November 8, 2023 1:03:00 PM
To: Avril Alba <avril.alba@sydney.edu.au>; Mark Scott <mark.scott@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>; Lionel Babicz <lionel.babicz@sydney.edu.au>; Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>
Subject: Re: Complaint re conduct

Dear Avril,

Good to hear from you and I regret it is under present circumstances.

This is just a brief note to say that we have received your email and are looking into the specific matter that you raise with colleagues.

Take care,
Annamarie.

PROFESSOR ANNAMARIE JAGOSE | FAHA | FRSN
Provost and Deputy Vice-Chancellor
Office of the Vice-Chancellor

THE UNIVERSITY OF SYDNEY

FOR DIARY MATTERS PLEASE CONTACT: E dyr.provost@sydney.edu.au

W <http://sydney.edu.au>

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If you receive this email in error, please delete it and any attachments.

From: Avril Alba <avril.alba@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 10:51 am

To: Mark Scott <mark.scott@sydney.edu.au>, Annamarie Jagose
<annamarie.jagose@sydney.edu.au>

Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>, Lionel Babicz <lionel.babicz@sydney.edu.au>, Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>

Subject: Complaint re conduct

Dear Mark and Annamarie,

As you are no doubt aware, a university-wide email debate has been underway, set off by a message from Prof John Keane questioning the decision made by the University management to not condone any support for terrorism or the terrorist acts of 7 October.

Up until now, this debate, while disturbing, has been conducted with decency. This morning, the email below was circulated by A/Prof Jake Lynch. It can be read as ostensibly intimidating and we have already received emails from concerned colleagues. I have highlighted the sentence in question below.

We believe that this sentence may be in contravention of our EBA which states that an individual has the right to "express unpopular or controversial views, provided that in doing so staff must not engage in harassment, vilification or intimidation," and also may fall under the provision in the Freedom of Speech act that states that the university has the duty to foster the wellbeing of staff and students which:

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 2. as being intended to have any one or more of those effects;

We believe from the tone and content of A/Prof Lynch's email that he may well have been intending exactly the above and would appreciate knowing what action the university might take.

Thank you for your consideration of this request. Sincerely,

A/Prof Avril Alba, Dr Joseph Toltz, Dr Lionel Babicz, Yulia Berlin Firer

Hi Colin, thanks for clarifying. Of course! They're not really civilians after all. That'll explain the systematic targeting of journalists, record death toll among aid workers and thousands of children killed.

All consequences made eminently foreseeable by similar previous episodes - and it is, as you'll recall Max Weber arguing, foreseeability that confers responsibility.

Still, if unsure, we can go back and check the note we've all doubtless made, of the colleagues who've declared this part of a just war.

*Meanwhile, I will await with interest your direction as to where I might find a *globally agreed* definition of terrorism (apart from the UNODC one) that can be regarded as 'proper'. Y'know, as distinct from 'politically convenient'.*

Yours aye

Jake

DR AVRIL ALBA
Associate Professor in Holocaust Studies and Jewish Civilisation
Hebrew, Biblical and Jewish Studies
Deputy HoS (Research) School of Languages and Cultures
THE UNIVERSITY OF SYDNEY
Rm 619 Brennan MacCallum Building A18 |
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T +61 2 9351 5226 | E avril.alba@sydney.edu.au

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<image002.png> ***I acknowledge the Gadigal people of the Eora Nation, whose land I walk, work, and gather on every day.***

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Annexure "MDB-6"

From: Michael Abrahams-Sprod <michael.abrahams-sprod@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 2:53 am
To: Peter Wertheim [PWertheim@ecaj.org.au] <PWertheim@ecaj.org.au>
Cc: Avril Alba <avril.alba@sydney.edu.au>, Suzanne Rutland <suzanne.rutland@sydney.edu.au>
Subject: FW: Complaint re Conduct

FYI; this is a version of the same that Avril has also sent,

M

DR MICHAEL ABRAHAMS-SPROD, Senior Lecturer in Jewish Education (Education Focused) and Chair of Discipline |
Discipline of Hebrew, Biblical and Jewish Studies
The University of Sydney
Faculty of Arts and Social Sciences, School of Languages and Cultures

Rm 618, Brennan MacCallum A18 | The University of Sydney | NSW | 2006

T: +61 (0)2 9351 6662 | M: +61 (0)468 521 679

michael.abrahams-sprod@sydney.edu.au | sydney.edu.au/arts/slc

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From: Michael Abrahams-Sprod

Sent: Wednesday, November 8, 2023 11:27 AM

To: Mark Scott <mark.scott@sydney.edu.au>; Annamarie Jagose <annamarie.jagose@sydney.edu.au>

Cc: Avril Alba <avril.alba@sydney.edu.au>

Subject: Complaint re Conduct

Importance: High

Dear Mark and Annamarie,

As you are no doubt aware, a university-wide email debate has been underway, set off by a message from Prof John Keane questioning the decision made by the University management to not condone any support for terrorism or the terrorist acts of 7 October.

Up until now, this debate, while disturbing, has been conducted with decency. This morning, the email below was circulated by A/Prof Jake Lynch. It can be read as ostensibly intimidating and we have already received emails from concerned colleagues. I have highlighted the sentence in question below.

We believe that this sentence may be in contravention of our EBA which states that an individual has the right to "express unpopular or controversial views, provided that in doing so staff must not engage in harassment, vilification or intimidation," and also may fall under the provision in the Freedom of Speech act that states that the university has the duty to foster the wellbeing of staff and students which:

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- supports reasonable and proportionate measures to prevent or proscribe any person from using lawful speech which a reasonable person would regard, in the circumstances, both:
 1. as likely to humiliate, intimidate, harass or bully other persons; and
 2. as being intended to have any one or more of those effects;

I believe from the tone and content of A/Prof Lynch's email that he may well have been intending exactly the above and would appreciate knowing what action the university might take.

Thank you for your consideration of this request and I look forward to your replies.

Yours sincerely,

Dr Michael Abrahams-Sprod

Hi Colin, thanks for clarifying. Of course! They're not really civilians after all. That'll explain the systematic targeting of journalists, record death toll among aid workers and thousands of children killed.

All consequences made eminently foreseeable by similar previous episodes - and it is, as you'll recall Max Weber arguing, foreseeability that confers responsibility.

Still, if unsure, we can go back and check the note we've all doubtless made, of the colleagues who've declared this part of a just war.

*Meanwhile, I will await with interest your direction as to where I might find a *globally agreed* definition of terrorism (apart from the UNODC one) that can be regarded as 'proper'. Y'know, as distinct from 'politically convenient'.*

Yours aye

Jake

DR MICHAEL ABRAHAMS-SPROD, Senior Lecturer in Jewish Education (Education Focused) and Chair of Discipline |
Discipline of Hebrew, Biblical and Jewish Studies
The University of Sydney
Faculty of Arts and Social Sciences, School of Languages and Cultures

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michael.abrahams-sprod@sydney.edu.au | sydney.edu.au/arts/slc

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Annexure "MDB-7"

From: Suzanne Rutland <suzanne.rutland@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 11:39 pm
To: Mark Scott <mark.scott@sydney.edu.au>, Annamarie Jagose <annamarie.jagose@sydney.edu.au>
Cc: Vice Chancellor <vice.chancellor@sydney.edu.au>
Subject: Complaint re Conduct

Dear Mark and Annamarie,

I am currently overseas, so behind in dealing with correspondence.

Firstly, I would like to personally thank you for the strong statement which you made about terrorism after Hamas's atrocious massacre on 7 October, and which I know is much appreciated by the Jewish community.

As a signatory to the letter that we wrote in response to the university-wide email debate that has been underway, started by a message from Prof John Keane questioning the University management's decision not to condone any support for terrorism or the terrorist acts of 7 October, I would like to support my colleagues. I know that several of them have written to you already and endorse what they have written below:

Up until now, this debate, while disturbing, has been conducted with decency. This morning, the email below was circulated by A/Prof Jake Lynch. It can be read as ostensibly intimidating and we have already received emails from concerned colleagues. I have highlighted the sentence in question below.

We believe that this sentence may be in contravention of our EBA which states that an individual has the right to "express unpopular or controversial views, provided that in doing so staff must not engage in harassment, vilification or intimidation," and also may fall under the provision in the Freedom of Speech act that states that the university has the duty to foster the wellbeing of staff and students which:

- *includes the duty to ensure that no member of staff and no student is subject to threatening or intimidating behaviour by another person or persons on account of anything they have said or proposed to say in exercising their freedom of speech;*
- *supports reasonable and proportionate measures to prevent or proscribe any person from using lawful speech which a reasonable person would regard, in the circumstances, both:*
 1. *as likely to humiliate, intimidate, harass or bully other persons; and*
 2. *as being intended to have any one or more of those effects;*

I agree with them that 'the tone and content of A/Prof Lynch's email that he may well have been intending exactly the above and would appreciate knowing what action the university might take.'

Thank you for your consideration of this request and I look forward to your replies to me and my colleagues.

FROM CHAIN

Hi Colin, thanks for clarifying. Of course! They're not really civilians after all. That'll explain the systematic targeting of journalists, record death toll among aid workers and thousands of children killed.

All consequences made eminently foreseeable by similar previous episodes - and it is, as you'll recall Max Weber arguing, foreseeability that confers responsibility.

Still, if unsure, we can go back and check the note we've all doubtless made, of the colleagues who've declared this part of a just war.

*Meanwhile, I will await with interest your direction as to where I might find a *globally agreed* definition of terrorism (apart from the UNODC one) that can be regarded as 'proper'. Y'know, as distinct from 'politically convenient'.*

Yours aye

Jake

Yours sincerely,

Suzanne

Suzanne D. Rutland, OAM

Professor Emerita

Hebrew, Biblical & Jewish Studies

University of Sydney

Annexure "MDB-8"

From: [Jodi Dickson](#)
To: [Jodi Dickson](#)
Cc: [Ashlee Hidalgo](#)
Subject: Post on X
Date: Tuesday, 21 May 2024 4:31:45 PM

Good Afternoon Everyone,

By way of introduction, I am the Director of Workplace Relations and I am writing to you as Naomi Connolly from my team who you have been dealing with is on leave.

I am writing to let you know that we have had confirmation that John Keane has removed your names from the posts he made on X as directed by the University.

Just so you are aware the delay in the removal was due to Professor Keane commencing leave before the direction was issued. He returned to work yesterday and I understand this is when it was removed.

I would like to thank you all for your patience and extend my personal regret that this situation arose in the first place.

I hope you are all as well as can be expected. Please let me know if you need any further information or if you have any questions.

Warm regards

Jodi

Jodi Dickson | Director Workplace Relations
Workplace Relations, Human Resources
Level 2, G12 Service Building, 22 Codrington Street | Darlington NSW 2006
+61 2 8627 4183 | +61 402 894 378

jodi.dickson@sydney.edu.au | sydney.edu.au
INSPIRED – the Campaign to support the University of Sydney
sydney.edu.au/inspired

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From: [Naomi Connolly](#)
To: [Loren Mowszowski](#); [ARTS Dean](#)
Cc: [Jodi Dickson](#)
Subject: RE: Private and Confidential
Date: Tuesday, 7 May 2024 10:54:19 AM
Attachments: [image002.png](#)

Dear Loren,

Thank you for contacting me regarding this matter. I understand that this is a difficult situation and confirm the University takes your concerns regarding the impact on your health and safety seriously.

As mentioned in my prior email, Professor Keane is currently on leave, and this may account for the delay in complying with the direction to delete the post on X. However, the University is actively following up on the removal of the X post and will consider further options available under the Enterprise Agreement should the post not be removed.

I also appreciate you letting me know that you have been contacted by a media outlet about this issue and for your discretion in maintaining the confidentiality of the process. I will be in contact again once I can provide a further update but, in the meantime, if you would like to discuss this further or have any other questions, please let us know.

I am going on leave from this afternoon till 22 May. In my absence if you have any questions please reach out to Jodi Dickson (Director, Workplace Relations), who is copied, will be the contact point on this matter.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

Level 2, Service Building G12 | The University of Sydney
22 Codrington Street, Darlington | NSW | 2006
T +61 2 862 76462 | M +61 439 475 406
naomi.connolly@sydney.edu.au | sydney.edu.au

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From: Naomi Connolly
Sent: Friday, May 3, 2024 4:06 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>; ARTS Dean <arts.dean@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Loren

I'm reaching out to acknowledge your below note and to let you know I have been looking into this. I will be in contact early next week with further information/response.

Kind regards

Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney

Human Resources, Workplace Relations

Level 2, Service Building G12 | The University of Sydney

22 Codrington Street, Darlington | NSW | 2006

T +61 2 862 76462 | M +61 439 475 406

naomi.connolly@sydney.edu.au | sydney.edu.au

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From: Loren Mowszowski <loren.mowszowski@sydney.edu.au>

Sent: Friday, April 26, 2024 12:24 PM

To: Naomi Connolly <naomi.connolly@sydney.edu.au>; ARTS Dean <arts.dean@sydney.edu.au>

Subject: RE: Private and Confidential

Dear Naomi,

I hope you are well.

It has now been over three weeks since the outcome of my complaint was received; yet, Mr Keane's X post remains publicly available on his profile page (screenshot below from this morning), indicating his non-compliance with the University's direction to delete it as part of disciplinary actions. The ongoing accessibility of this post perpetuates its distress, intimidation, and offence, and completely undermines the complaints process and outcome. Why is he not being held to account?

Moreover, I was contacted by a media outlet yesterday for comment on this incident. In compliance with the directions given to me in the outcome letter re. confidentiality, I declined to speak with them. But I am left wondering, why should I comply with the outcome if the subject of the complaint is clearly non-compliant?

I apologise for my direct tone - I am really angry about this, and I feel completely disregarded and unprotected by the University's lack of follow-up on Mr Keane's actions.



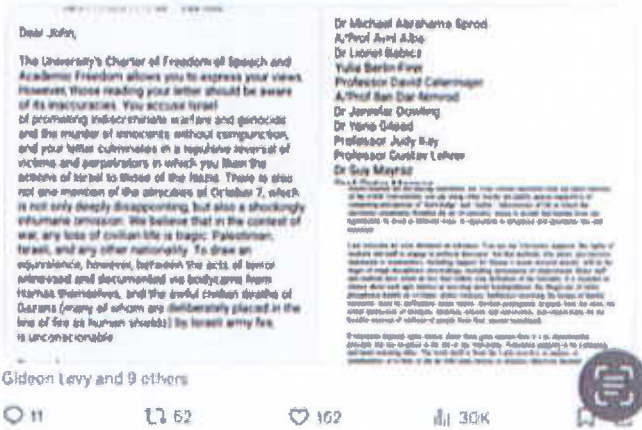
26/4/2024, 11:49 AM

All Media



John Keane @jkeaneSDN · Nov 8, 2023

an ad hominem response to my Open Letter by a small group of pro-Israel staff members: defamatory insults ('repulsive' etc) mixed with self-righteous indignation of people convinced they are victims of non-humans (Palestinians) who imperil their Promised Land..



Kind regards,
Loren

DR LOREN MOWSZOWSKI, MAPS FCCN
Senior Research Fellow | Clinical Neuropsychologist |
Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

Available Mondays, 8am - 4pm; Wednesdays, 12.30-4pm

The University of Sydney
Brain and Mind Centre; Faculty of Science, School of Psychology



From: Naomi Connolly <naomi.connolly@sydney.edu.au>
Sent: Wednesday, April 10, 2024 4:46 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>; ARTS Dean <arts.dean@sydney.edu.au>
Subject: RE: Private and Confidential

Many thanks Loren for the below and I note your comments about X post.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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naomi.connolly@sydney.edu.au | sydney.edu.au

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From: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Sent: Wednesday, April 10, 2024 4:14 PM
To: Naomi Connolly <naomi.connolly@sydney.edu.au>; ARTS Dean <arts.dean@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Naomi,

Thanks for your response.

I understand re. not being able to provide further information about the specific action imposed by the University.

I sincerely hope that the X post is removed as soon as possible. Thank you for monitoring this in line with Prof Keane's return from leave. May I request that if his leave period is extensive, that he be contacted directly to ensure that the removal of this offensive post is not significantly delayed.

I appreciate the offer to set up a meeting, however I don't feel it's necessary at this time.

Thanks and best wishes.

Loren

DR LOREN MOWSZOWSKI, MAPS FCCN

Senior Research Fellow | Clinical Neuropsychologist |
Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

Available Mondays, 8am - 4pm; Wednesdays, 12.30-4pm

The University of Sydney
Brain and Mind Centre; Faculty of Science, School of Psychology



From: Naomi Connolly <naomi.connolly@sydney.edu.au>
Sent: Wednesday, April 10, 2024 11:53 AM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>; ARTS Dean
<arts.dean@sydney.edu.au>
Subject: RE: Private and Confidential

Private and Confidential

Dear Loren

Thank you for reaching out.

In sending the outcome letter to Professor Keane, we became aware that Professor Keane is currently on leave. This may account for the delay in complying with the direction to delete the post on X. We will follow up Professor Keane upon his return from leave if the post is not deleted from X.

In terms of your request for further information regarding the Disciplinary Action imposed on Professor Keane, your complaint was referred to the misconduct process under the Enterprise Agreement. Whilst the University may be alerted to an issue through a complaint by a member of our University community, under the misconduct process the University raises concerns regarding the conduct of that staff member in the capacity of their employer.

The Resolution of Complaints Policy anticipates that the University may inform a complainant generally of the outcome of a complaint or relevant action taken, however details of any specific action are confidential between the University and the relevant staff member, consistent with our privacy and other obligations. As such, I am not in a position to provide additional details regarding the Disciplinary Action imposed.

I appreciate that this may not be the answer you were hoping for, however I confirm that the University has taken your complaint seriously and acted appropriately. As referenced in the outcome letter, should Professor Keane engage in any conduct in the future that is found to be in breach of University policies or codes, the fact that he has been reminded of his obligations and provided guidance regarding appropriate conduct, may be relied upon in determining any Disciplinary Action.

If you would like to discuss this further or have any other questions, I'm happy to have a zoom meeting with you. I'm available tomorrow afternoon after 12pm or Friday after 12pm or early next week.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

Level 2, Service Building G12 | The University of Sydney
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From: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Sent: Monday, April 8, 2024 9:19 AM
To: ARTS Dean <arts.dean@sydney.edu.au>
Cc: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Professor Adkins and Naomi,

Thank you for this letter of outcome. I appreciate that the process of investigation supported my complaint regarding Professor Keane's behaviour as contravening University policies including the Enterprise Agreement. This has really been weighing on my mind for the last few months and I was relieved and quite emotional to see the matter finalised.

Unfortunately, my relief was short lived.

I noted from your letter that "In addition, Professor Keane has been directed to delete the relevant X post". A simple search of his profile on X this morning shows that he has **not** deleted the post (see my screenshot, attached, as at 9.01am today). I am extremely concerned that he is not taking the University's directive seriously. This lack of follow through on his part indicates that he does not accept responsibility nor consequences for this incident. This not only causes further insult and offense to me as a complainant, but to be frank, it indicates complete disregard on Professor Keane's part for the University's misconduct investigation and disciplinary process. Please could you follow up regarding this.

Additionally, are you able to provide more information regarding the disciplinary action imposed by the University? I would like to know what nature of consequences the University assigns to issues such as this. If Professor Keane has not even followed through with a simple directive to

remove the intimidating and offensive X post, how can we be assured that the disciplinary actions will be effective?

Thank you for your attention to this matter.

Kind regards,

Loren

DR LOREN MOWSZOWSKI, MAPS FCCN
Senior Research Fellow | Clinical Neuropsychologist |
Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

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The University of Sydney
Brain and Mind Centre; Faculty of Science, School of Psychology



From: Milena Kalinina <milena.kalinina@sydney.edu.au> **On Behalf Of** ARTS Dean
Sent: Wednesday, April 3, 2024 4:06 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Cc: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: Private and Confidential

Dear Loren,

Private and Confidential.

Please find attached outcome letter regarding concerns relating to the conduct of Professor John Keane.

Regards,

Lisa

PROFESSOR LISA ADKINS
Dean, Faculty of Arts and Social Sciences
THE UNIVERSITY OF SYDNEY
Quadrangle Building A14 | The University of Sydney | NSW | 2006
E lisa.adkins@sydney.edu.au
W <http://sydney.edu.au/arts/>

From: [Naomi Connolly](#)
To: [Loren Mowszowski](#)
Subject: RE: Private and Confidential
Date: Tuesday, 19 March 2024 3:55:58 PM
Attachments: [image001.png](#)

Hi Loren,

I am contacting you to provide a further update with respect your complaint related to Prof John Keane, that is with Workplace Relations.

Workplace Relations has completed a preliminary assessment which provided advice and recommendations on the next steps to address your concerns to the Delegate, Professor Lisa Adkins, Dean, Faculty of Arts and Social Sciences (FASS). One of the recommendations to Professor Adkins was that your concerns should be considered under the allegations of misconduct process which is set out in the Enterprise Agreement. Professor Adkins accepted this recommendation, and the misconduct process is currently underway. As part of process, Professor Keane has been directed around confidentiality of the matter.

I anticipate that this process will be concluding in the next two weeks and following this Professor Adkins will be in contact about the outcome of your complaint. Should there be changes to this timeframe, I will let you know.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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From: Naomi Connolly
Sent: Tuesday, January 30, 2024 3:57 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Subject: RE: Private and Confidential

Hi Loren,

I refer to our emails about your complaints. By way of update, please see below for a status update on your complaints:

- *Complaint about Jake Lynch*: the assessment of this complaint in the final stages. You will be receiving the outcome soon.
- *Complaint about John Keane*: the preliminary assessment and enquiries of this matter is ongoing.

Should you have any questions, please don't hesitate to contact me.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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From: Naomi Connolly
Sent: Wednesday, January 24, 2024 4:26 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Subject: RE: Private and Confidential

Many thanks Loren for the below note.

At this stage no further information is required from your end. I will be contact with an update soon.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
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From: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Sent: Monday, January 22, 2024 1:30 PM
To: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: RE: Private and Confidential

Hi Naomi,

I'm back from leave today and have received your response, which I appreciated. Thanks for confirming that the matter is being taken seriously.

I look forward to hearing more in due course. Please let me know if you require further information.

Kind regards

Loren

DR LOREN MOWSZOWSKI, MAPS FCCN
Senior Research Fellow | Clinical Neuropsychologist |
Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

Available Mondays, 8am - 4pm; Wednesdays, 12.30-4pm

The University of Sydney
Brain and Mind Centre; Faculty of Science, School of Psychology



From: Naomi Connolly <naomi.connolly@sydney.edu.au>
Sent: Monday, January 8, 2024 6:34 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Subject: RE: Private and Confidential

Hi Loren

I see from your out of office that you are on leave, so please don't feel pressure (nor any expectation) to respond to this while you are on your break.

Please accept my sincere apologies for not acknowledging your correspondence to the University sooner - this was the result of a misunderstanding in my office. I would like to assure you that the University takes complaints seriously.

I can confirm that my team has already commenced steps to look into your concerns (prior to my below email to you). The assessment of your concerns is on-going at this stage, and I will keep

you posted on it.

I am glad to hear that you are connected in with colleagues and being about to support each other.

I am available to talk further about your concerns on your return to work.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

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From: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Sent: Friday, December 22, 2023 8:57 AM
To: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Naomi,

Thank you for your email. I appreciate your acknowledgement of my complaint regarding the conduct of A/Prof Jake Lynch and Prof John Keane and I am glad to hear that the matter is being considered with respect to the relevant University policies as you've highlighted below.

However, I am disappointed that it has taken **six weeks** since registering my complaint with University leadership on 9th November, to have anyone reach out to me with an update or to check on my wellbeing in this matter, given that I raised concerns regarding intimidation and fears for personal safety. Moreover, your email arrived at midday on the last working day of the year, leaving me little opportunity to correspond (particularly as I work part-time) and meaning I will have to wait another two weeks (minimum) during the University close down period before I have any chance of further update or progress made on this matter.

While I do appreciate your contact, unfortunately I find the timeline to receiving this acknowledgement is inadequate, and to be frank, this has compounded my distress regarding the incidents themselves as I have felt the lack of response from the University over the last six weeks indicated a lack of regard for me, for the seriousness of the issue, and for the impact of these staff members' conduct. I appreciate that you need to follow due processes in investigating the complaint, but the lack of communication has been upsetting and very

discouraging.

In regards to my wellbeing, fortunately I have been able to connect with other colleagues at the University who have also indicated their feelings of distress, fear and intimidation as a result of these events and we have been able to provide some support to each other to-date. I have largely avoided attending main campus as I have not felt comfortable to do so.

I look forward to hearing from you again when the University re-opens in January, and I wish you well over the holidays.

Kind regards,
Loren

DR LOREN MOWSZOWSKI, MAPS FCCN
Senior Research Fellow | Clinical Neuropsychologist |
Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

Available Mondays, 8am - 4pm; Wednesdays, 12.30-4pm

The University of Sydney
Brain and Mind Centre; Faculty of Science, School of Psychology



From: Naomi Connolly <naomi.connolly@sydney.edu.au>
Sent: Thursday, December 21, 2023 12:35 PM
To: Loren Mowszowski <loren.mowszowski@sydney.edu.au>
Subject: Private and Confidential

Dear Dr Mowszowski,

By way of introductions, I am Naomi Connolly, Senior Manager in Workplace Relations. I have carriage over staffing complaints at the University.

I refer to the correspondence that you sent to the Provost and the Vice Chancellor with respect to concerns about A/Prof Jake Lynch and Prof John Keane. Your concerns have been forwarded onto me in my capacity of handling staffing complaints.

Workplace Relations is currently considering and making enquiries into your concerns under the University's [Bullying, Harassment and Discrimination Prevention Policy](#).

This process is being conducted consistent with University's [Resolution of Complaints Policy](#). This document outlines the principles and obligations of handling including clause 14 and 18 of the Policy. Please be assured that the respondents in these matters has similarly been advised regarding the principles and obligations.

Given the sessional break occurring this will impact on timeframe with the handling of your complaints. I appreciate that it is not an ideal time with the University closing. I will be contact in

new year after the University re-opens.

I acknowledge that pursuing a complaint can be stressful. Your wellbeing is paramount so please ensure you access the supports available to you. You may already have support, but if you don't I encourage you to consider whether support from the University's Employee Assistance Program (EAP) will be of assistance to you. The EAP is available 24/7, and you are able to access 6 free sessions with an independent and confidential counsellor. You can make an appointment by contacting 1300 360 364. More information is available at: <https://intranet.sydney.edu.au/employment/safety-wellbeing/your-wellbeing/counselling-coaching-support.html>.

If you have any questions, please do contact me.

Kind regards

Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney

Human Resources, Workplace Relations

Level 2, Service Building G12 | The University of Sydney

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From: [Vice Chancellor](#)
To: [Loren Mowszowski](#)
Subject: Re: Complaint re. colleague conduct
Date: Thursday, 30 November 2023 5:06:08 PM
Attachments: [image001.png](#)

Dear Dr Mowszowski,

Thank you for your emails to the Vice-Chancellor and the Provost. We would like to assure you that we are taking your concerns seriously and sincerely apologise for the delay in responding. The relevant colleagues are assessing your complaint as a priority, and the Provost and the Vice-Chancellor will provide you with a more detailed, informed response as soon as is feasible.

Warm regards,

Office of the Vice-Chancellor and President

The University of Sydney

Office of the Vice-Chancellor and President
Level 4, F23 Michael Spence Building | The University of Sydney | NSW | 2006
vice.chancellor@sydney.edu.au | sydney.edu.au

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From: Loren Mowszowski <loren.mowszowski@sydney.edu.au>

Date: Thursday, 30 November 2023 at 1:44 pm

To: Annamarie Jagose <annamarie.jagose@sydney.edu.au>, Mark Scott
<mark.scott@sydney.edu.au>

Subject: RE: Complaint re. colleague conduct

Dear Prof Jagose and Prof Scott,

I trust you are well. Unfortunately I have not had any response or acknowledgement of my email below, sent three weeks ago.

I have been informed today that Prof Keane's X post as referred to below, which deliberately highlighted my name and my colleagues' names in an accusatory and intimidating tone, and took a University discussion into the public domain in an inflammatory manner, has now been viewed 29,000 times. To be clear, I do not have any issue with free and open discussion and sharing of ideas and opinions. However, per my initial email below, such discussion should never be used to intimidate, cause distress or to cause concern for personal safety or reputational damage - especially in the context of a workplace where such actions directly oppose the accepted code of conduct.

I would like to know what the University is doing to address this intimidatory grandstanding.

Kind regards,

Loren

DR LOREN MOWSZOWSKI, MAPS FCCN

Senior Research Fellow | Clinical Neuropsychologist |

Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

Available Mondays, 8am - 4pm; Wednesdays, 12.30-4pm

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Brain and Mind Centre; Faculty of Science, School of Psychology



From: Loren Mowszowski

Sent: Thursday, November 9, 2023 12:04 PM

To: Annamarie Jagose <annamarie.jagose@sydney.edu.au>; Mark Scott <mark.scott@sydney.edu.au>

Subject: Complaint re. colleague conduct

Dear Prof Jagose and Prof Scott,

I wish to echo and endorse the complaints made by my colleagues Dr Avril Alba, Dr Lionel Babicz, Ms Yulia Berlin Firer etc., regarding the recent public conduct of Prof John Keane and A/Prof Jake Lynch.

A/Prof Lynch's recent email included a paragraph encouraging colleagues to make a note of the names of our small group who spoke out against Prof Keane's initial inflammatory email. His message made me feel intimidated and concerned for my safety on campus. That is unacceptable.

More recently, Prof Keane's decision to post our group's response to his email on X, emphasising our names and identifying us in a sarcastic and inflammatory tone, made me feel as though he was trying to intimidate me and has since made me even more concerned for my safety and now also that of my family, given he has deliberately shifted the correspondence from within university circles to the public domain.

It is absolutely unacceptable to be made to feel intimidated, or to have to question my safety, due to the actions of colleagues in my workplace.

Kind regards,

Loren

DR LOREN MOWSZOWSKI, MAPS FCCN

Senior Research Fellow | Clinical Neuropsychologist |

Leader, Cognitive Intervention Research Stream, Healthy Brain Ageing Program

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e loren.mowszowski@sydney.edu.au | w <https://sydney.edu.au/brain-mind/>



Annexure "MDB-9"

From: Lionel Babicz lionel.babicz@sydney.edu.au 
Subject: Re: Complaint re conduct
Date: 9 November 2023 at 09:52
To: Annamarie Jagose annamarie.jagose@sydney.edu.au
Cc: Yulia Berlin Firer yulia.berlinfirer@sydney.edu.au, Avril Alba avril.alba@sydney.edu.au, Mark Scott mark.scott@sydney.edu.au, Joseph Toltz joseph.toltz@sydney.edu.au



Dear Annamarie,

I would like to reinforce Yulia's message.

John Keane started that discussion, and then put a target on the back of people who dare contradict him: he's displaying our names on X (Twitter) with a comment implying we're some sort of illuminated Nazis ('convinced they are victims of non-humans who imperil their Promised Land').

Kind regards,

Lionel Babicz
SLC - Japanese Studies & Asian Studies



John Keane
[@jkeaneSDN](#)



an *ad hominem* response to my Open Letter by a small group of pro-Israel staff members: defamatory insults ('repulsive' etc) mixed with self-righteous indignation of people convinced they are victims of non-humans (Palestinians) who imperil their Promised Land...

Tue 07/11/2023 11:12 AM [view more](#)

Dear John,

The University's Charter of Freedom of Speech and Academic Freedom allows you to express your views. However, those reading your letter should be aware of its inaccuracies. You accuse Israel of promoting indiscriminate warfare and genocide and the murder of innocents without compunction, and your letter culminates in a repulsive reversal of victims and perpetrators in which you liken the actions of Israel to those of the Nazis. There is also not one mention of the atrocities of October 7, which is not only deeply disappointing, but also a shockingly inhumane omission. We believe that in the context of war, any loss of civilian life is tragic: Palestinian, Israeli, and any other nationality. To draw an equivalence, however, between the acts of terror witnessed and documented via bodycams from Hamas themselves, and the awful civilian deaths of Gazans (many of whom are deliberately placed in the line of fire as human shields) by Israeli army fire, is unconscionable.

Dr Michael Abrahams-Sprod
A/Prof Avril Alba
Dr Lionel Babicz
Yulia Berlin-Firer
Professor David Celermajer
A/Prof Ilan Dar-Nimrod
Dr Jennifer Dowling
Dr Yona Gilead
Professor Judy Kay
Professor Gustav Lehrer
Dr Guy Mayraz

Dear Professor Abrahams-Sprod
which students are fee-paying customers, not ivory towers sheltered from the harsh realities of the world. Universities, you say using other words, are public spaces supportive of competing perceptions of 'knowledge' and 'reality', laboratories of life in which the university community breathes the air of curiosity, learns to accept that human lives can legitimately be lived in different ways, in opposition to arrogance and ignorance, lies and nonsense.

Less welcome are your strictures on tolerance. You say our University supports 'the rights of students and staff to engage in political discourse' but that anybody who utters 'pro-terrorist statements or commentary, including support for Hamas's recent terrorist attacks' will be the target of tough disciplinary proceedings, including termination of employment. Many staff and students have noted an easy bias within your definition of the tolerable. It is founded on silence about such ugly matters as non-stop aerial bombardment, the illegal use of white phosphorus bombs on civilians, settler violence, bulldozers wrecking the homes of fearful innocents, death by suffocation under rubble, devilish propaganda dropped from the skies, the wilful destruction of mosques, churches, schools and universities, and crazed plans for the forcible removal of millions of people from their ancient homelands.

If toleration depends upon silence about these grim matters then it's an objectionable principle that has no place in the life of our University. Toleration purports to be a pleasing and heart-warming ethic. The word itself is from the Latin *tolerare*, to endure, or countenance, or to bear or put up with some person or situation otherwise deemed

 Gideon Levy and 9 others

3:38 PM · Nov 8, 2023 · **9,981** Views

25 Reposts **5** Quotes **63** Likes **10** Bookmarks

On 9 Nov 2023, at 08:00, Annamarie Jagose <annamarie.jagose@sydney.edu.au> wrote:

Dear Yulia,

We don't know each other yet but I thank you for your email. I have added it to the incoming information that we are currently looking into.

Please stay connected with the colleagues that you have copied into this email.

Best regards,
Annamarie.

PROFESSOR ANNAMARIE JAGOSE | FAHA | FRSN
Provost and Deputy Vice-Chancellor
Office of the Vice-Chancellor

THE UNIVERSITY OF SYDNEY

FOR DIARY MATTERS PLEASE CONTACT: E dvc.provost@sydney.edu.au

W <http://sydney.edu.au>

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From: Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>
Date: Wednesday, 8 November 2023 at 8:05 pm
To: Annamarie Jagose <annamarie.jagose@sydney.edu.au>, Avril Alba <avril.alba@sydney.edu.au>, Mark Scott <mark.scott@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>, Lionel Babicz <lionel.babicz@sydney.edu.au>
Subject: Re: Complaint re conduct

Dear Annamarie,

Please see Jake's post on his X account, also please note how he is deliberately displayed our names to name and shame. This is beyond harassment.

<https://twitter.com/jkeaneSDN/status/1722111445595570194>

Kind regards,

A petrified University of Sydney Tutor.

Yulia

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From: Annamarie Jagose <annamarie.jagose@sydney.edu.au>
Sent: Wednesday, November 8, 2023 1:03:00 PM
To: Avril Alba <avril.alba@sydney.edu.au>; Mark Scott <mark.scott@sydney.edu.au>
Cc: Joseph Toltz <joseph.toltz@sydney.edu.au>; Lionel Babicz <lionel.babicz@sydney.edu.au>; Yulia Berlin Firer <yulia.berlinfirer@sydney.edu.au>
Subject: Re: Complaint re conduct

Annexure "MDB-10"

From: Peter Wertheim
Sent: Friday, 1 December 2023 1:02 PM
To: Mark Scott <mark.scott@sydney.edu.au>; Vice Chancellor <vice.chancellor@sydney.edu.au>
Subject: University of Sydney Anti-Racism Statement and related matters
Importance: High

Dear Mark

Thank you for your time on the phone just now.

If I can summarise, the reaction of Jewish staff and students to the new Anti-Racism Statement is that it is too generic to be effective and does not address the need for different approaches to different forms of racism, especially antisemitism, as we have witnessed since October 7.

The only reference to definitions is in the Supplementary Resources, which are not immediately obvious to anyone looking at the policy online.

The Supplementary Resources document tries to summarise the discussion that has taken place within the University about how to define antisemitism. The summary does not appear to adopt any particular position as to which of the various definitions that have been proposed is the most suitable.

That is disappointing, and it raises questions as to how effective the policy can be. But if that is the approach to be taken, then at the very least the summary should be reasonably complete and accurate.

Thus, if it is thought fit to mention the two qualifying statements recommended by the UK Home Affairs Select Committee, then in fairness there should also be mention of the fact that that recommendation was rejected by the UK government. See attached copy of the relevant official UK document, 'Government Response to Home Affairs Committee Report: 'Antisemitism in the UK' December 2016', at point 4, top of page 5.

Another useful document issued by the UK government which we think should also be mentioned in that context, with a link provided, is "A Good Practice Guide: Eight Simple Steps for Facilitating Jewish life and Tackling Antisemitism in Higher Education" (attached).

If the summary mentions that "Jewish scholars and others working in Israeli institutions" have criticised the IHRA Working Definition it is surely relevant for the resource to note that Jewish community representative bodies in Australia and around the world have overwhelmingly endorsed the IHRA Working Definition, based on the lived experiences of their communities. We cannot help notice that the anti-Islamophobia statement is based entirely on community-based consultation (as far as we can tell) through the AHRC's Sharing the Stories of Australian Muslims Report. Surely the Jewish community should be accorded equal respect.

If it is thought necessary to include a reference to the Jerusalem Declaration, then it should also be noted that, unlike the IHRA Working Definition, the Jerusalem Declaration has not been formally adopted by any government or international body, or any Jewish community

anywhere in the world. It would be one-sided to note criticisms of the IHRA WD, but omit any reference to criticisms of the Jerusalem Declaration.

I am also attaching a power point that was recently presented to the November plenary meeting of the international Holocaust Remembrance Alliance. It consists of examples of instances where the IHRA definition could have been usefully applied. For example, John Keane's letter not only levelled a charge of 'genocide' against Israel (enough said) but did so using Holocaust inversion/distortion language.

Despite the *numerous* complaints that have been made to university administrators (who have acknowledged receipt and staff members' distress) about Yammer posts, USyd NTEU statements, Keane's email, Jake Lynch's email (which was threatening), and the flying of a Palestinian flag for weeks on end from the roof of Brennan MacCallum Building opposite Manning Road, there has been no concrete action taken, although I note your advice that all these matters are under consideration. Hence the anti-racism statement is seen by Jewish staff and students as merely symbolic and 'toothless' at present. We wonder whether the flying of an Israeli flag from a university building would meet with the same passivity.

Finally, I would like to suggest the possibility of the ECAJ developing, with expert academic input, a training module for delivery in 2024 on how the IHRA working definition of antisemitism can be applied by university administrations in implementing diversity equity and inclusion policies (DEI). The module could consist of a two-hour in-person or online session, providing contextual resources, analysis of individual university policies and operational guidelines, and engagement in interactive exercises utilising scenarios for interpretation and application of policies. This training would be for Australian university senior executive staff and perhaps academic staff to guide their application of DEI. Please let me know what you think.

Cheers
Peter

Peter Wertheim AM | co-Chief Executive Officer
phone: 02 8353 8500 | m: 0408 160 904 | fax 02 9361 5888
e: pwertheim@ecaj.org.au | www.ecaj.org.au

<image001.jpg>
**Executive Council of
Australian Jewry**

Annexure "MDB-11"

From: Vice Chancellor [mailto:vice.chancellor@sydney.edu.au]
Sent: Monday, 11 December 2023 12:09 PM
To: Peter Wertheim <pwertheim@ecaj.org.au>
Subject: Re: University of Sydney Anti-Racism Statement and related matters

Dear Peter,

Thank you for your emails. I was pleased we were able to talk through some of your concerns on Friday 1 December and I have asked the Working Group who crafted the statement to consider your feedback and the material you have shared in greater detail. Recognising our responsibility as a university to present contextual information and balanced debate on these difficult issues, the accompanying resources were always intended to be open to review and amendment.

I have also shared the Good Practice Guide with colleagues, so they have these critical insights from the higher education sector in the UK as we continue to develop our educational resources for our community. No doubt, this will also be a valuable reference as we work with Michael Fairbairn on learning modules for students on antisemitism and racism. My staff are looking forward to supporting Michael and the ECAJ with this project.

I'd also like to reassure you that the raising of the Palestinian flag on a university flagpole recently was not authorised by the University, and we are looking into this matter as a priority. The flag was quickly taken down after it was brought to our attention and the University has taken steps to prevent further access to this and similar flagpoles on campus.

Peter, I hope this information goes some way to allaying the concerns of the colleague who wrote to you – please let them know my door is always open and we are here to support them. We know we have more to do in fostering a respectful environment for all students and staff – I am grateful for your ongoing engagement on these issues.

Kind regards,

Mark

Mark Scott AO | Vice-Chancellor and President
The University of Sydney
Office of the Vice-Chancellor and President
The University of Sydney | NSW | 2006
vice.chancellor@sydney.edu.au | sydney.edu.au

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Annexure "MDB-12"



THE UNIVERSITY OF
SYDNEY

Suzanne Rutland PhD, OAM

Professor Emerita, Department of Hebrew, Biblical and Jewish Studies

RE: Antisemitism at the University of Sydney

17 January 2024

To the Vice Chancellor, Provost, Chancellor and the Senate

January 2024

The University of Sydney branch of the Australian Academic Alliance Against Antisemitism (5A Group) has been formed by both Jewish and non-Jewish academics and professionals who are concerned about the increase in antisemitism at our University since the Hamas invasion of Israel 7 October 2023.

While freedom of speech and assembly are key principles in a democratic society, we hope that you will agree that actions which lead to incitement of hate and violence should not have a place on an Australian university campus. Recent events at the University of Sydney have left many Jewish staff and students feeling physically, emotionally and culturally unsafe and unsupported on campus.

We are writing to you to express our grave concern that the situation may worsen this semester with the ongoing war between Israel and Hamas, Hezbollah and potentially across a wider region.

These are extraordinary times, with universities in many countries having become "hot beds" of antisemitic violence, intimidation, insults and offence. We believe that the University of Sydney is experiencing similar issues. Threatening antisemitic and anti-Israel statements have been made, and especially high profile (and arguably antisemitic) activities undertaken, by several University academic staff and some factions within the NTEU and the Student Representative Council. We summarise some of these distressing activities in the attached appendix ("Key Issues").

We believe that The University of Sydney's reputation is already being damaged by the actions of these small vocal groups. Indeed, many of us have received feedback that the University is already perceived as one of the most antisemitic universities in Australia. We write from a shared concern about this, as we do not wish for our University to suffer the type of reputational damage that Harvard and some other elite universities in the USA have recently experienced.

We therefore write to request that policies be put in place before the start of Semester I to ensure that the University of Sydney is a safe place for Jewish students and staff, and indeed for all students on campus.

We respectfully request that the following actions be undertaken:

1. A special area that is not in the main student thoroughfare or on the front lawn should be designated for protests so that students on campus do not feel intimidated and threatened.
2. Ideally flags of any foreign entity and posters should not be permitted, as this inflames the situation. If this proves impossible, posters should only be displayed in a designated area.
3. Any defamatory posters should be removed immediately by security, not that evening or the following day. Similarly, those being displayed outside of the designated area should be removed.
4. Groups with a known reputation for incitement, particularly the Socialist Alliance or groups advocating the Intifada (which is clearly incitement to violence against Jews) should be banned from campus and unsolicited approaches should not be permitted.
5. We also request that a senior member of the University Executive be identified as a "rapid response" liaison person, for concerned staff and students. Ideally this person could have a weekly meeting with a senior representative of AUJS and the Jewish academics/professional staff to monitor the situation carefully. Parenthetically, we acknowledge that many of these concerns might

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CRICOS 00026A



also apply to other minority groups and/or staff, who could potentially also be included in a weekly forum.

6. Official university communication channels such as Viva Engage/Yammer should not be used for hate speech or political canvassing.

7. A timeline should be created to ensure a rapid and meaningful response to complaints.

8. Greater security should be present at major events such as the Welcome Program and action to limit intimidation and/or offence to any staff or students should be undertaken where appropriate.

9. No political interruptions in classes or other university events, such as talks during Information Days, should be permitted (and a mechanism should be identified to ensure this).

Thank you for considering this correspondence.

Yours sincerely,

Suzanne

Suzanne D. Rutland, OAM
Professor Emerita

Dr Sarah Aamidor, Soles

Dr Michael Abrahams-Sprod, Hebrew, Biblical & Jewish Studies, SLC

Associate Professor Avril Alba, Hebrew, Biblical & Jewish Studies, SLC

Dr Lionel Babicz, Japanese, SLC

Dr Larisa Barnes, Research Fellow, The Daffodil Centre

Professor David Celermajer AO, Scandrett Professor of Cardiology

Associate Professor Ronald Clarke, School of Chemistry

Dr Jennifer Dowling, Manager, Education Innovation and Design

Dr Yona Gilead, Hebrew, Biblical & Jewish Studies, SLC

Talia Gonda, Clinical Psychologist, University Health Service

Emmilly Graf, Psychologist

Dr Eve Guerry, Academic Engagement Curator, Chau Chak Wing Museum

Associate Professor Sabina Kleitman, School of Psychology

Professor Emerita Ines Krass, School of Pharmacy

Professor Emeritus Gustav Lehrer AO, School of Mathematics

Yaniv Levy, Research Education Lead, Research Education Unit

Associate Professor Tania Markovic, Obesity and Clinical Trials, Charles Perkins Centre

Sarah Marks, Assistant Librarian, Department: Academic Services, University Library

Dr Guy Mayraz, School of Economics

Professor Peter Morgan, European Studies, SLC

Dr Loren Mowszowski, Brain and Mind Centre

Adam Muscio, Privacy Advisor

Isabella Nahon, Project Officer, National Centre for Cultural Competence

Emeritus Professor Leo Radom, School of Chemistry

Tracie Sillers, Finance Manager, School of Physics

Dr Andy Smidt, Speech Pathology

Rachel Sullivan, Accountant

Dr Lynne Swarts, Hebrew, Biblical & Jewish Studies, SLC and History, SOPHI

Dr Joseph Toltz, Manager of Research Support, FASS

Vanina Vaisman-Levy, Hebrew, Biblical & Jewish Studies, SLC

Appendix I: Key Issues

Overview

At the University of Sydney since the Hamas invasion of Israel on 7 October, there has been an ongoing pro-Palestinian campaign, which has promoted an anti-Israel view of Israel, and minimised the chance of a more balanced and academic discussion of the issues. This campaign has been led by members of the Sydney Staff4BDS, a few members of which are particularly active in spearheading the campaign. This has resulted in the development of a toxic atmosphere for Jewish students and staff. Examples of this include the following issues:

Protests, posters and displays of flags

1. Pro-Palestinian, anti-Israel posters:

- Immediately after 7 October, the university was flooded with pro-Palestinian, anti-Israel posters, creating an atmosphere of intimidation for Jewish students and staff. Following complaints, the VC prohibited the display of poster and flyers from either side of the conflict. Despite this, on the information day before the university summer closure, the campus was again flooded with pro-Palestinian posters, and it took time for these to be removed.
- When posters were put up of the Israeli hostages, these were defaced and removed.

2. Pro-Palestinian protests:

While the right to protest should be upheld, there have been ongoing pro-Palestinian protests which have been violent and intimidating for many. At one of these protests, a Jewish member of staff who was filming the event was approached and faced violent abuse and a physical attack. The attack was reported but no consequence of the assault has been forthcoming.

3. Pro-Palestinian Flags:

- A Palestinian flag was hanging for over two months from the window of Dr David Brophy. His office is a floor above Hebrew, Biblical & Jewish Studies so colleagues, both Jewish and non-Jewish, saw this flag daily and this creates a sense of fear and intimidation. When a past UNSW student of Dr Michael Abrahams-Sprod wrote a complaint to the Dean of the Faculty of Arts and Social Sciences after a meeting with Dr Abrahams-Sprod, the Dean responded that they were not able to act because it was in a private office. This led to other flags being on display in the New Education Building and Pharmacy. This caused Jewish members of staff to feel anxious.
- Further, at the time of a pro-Palestinian demonstration, a Palestinian flag was hung on the flagpole in the Quad without official permission. A complaint was made, and the flag was taken down, but it took a day for the authorities to act.
- A member of the professional staff hung an Israeli flag in his office in the Quad. When he left the office, within a couple of hours someone managed to enter his office and remove the flag. He has made a complaint but has not managed to ascertain a culprit.

Intimidation and defamation of academic staff over University email and on social media

4. Professor John Keane's inflammatory letter and subsequent events:

- On 5 November, Professor Keane sent a letter to the VC which he emailed to all the staff on the Faculty of Arts and Social Science (FASS) list in which he objected to the VC's statement that anybody who utters 'pro-terrorist statements or commentary, including support for Hamas's recent terrorist attacks' will be the target of tough disciplinary proceedings, including possible termination of employment. Professor Keane then provided an emotive list with accusations about Israel's campaign in Gaza. He ended his email with an inversion of the charge of genocide i.e. the Israelis are now the new Nazis for prosecuting the campaign in Gaza.
- A group of academics wrote a firm but polite response, which was also circulated to all FASS staff. Professor Keane then posted this correspondence on his 'X' account, accusing the 17 signatories of 'defamatory insults' ('repulsive' etc), 'self-righteous indignation' and claiming that they are victims of 'non-humans (Palestinians) who imperil their Promised Land...', terms which Keane inserted, and which were *not* used by the authors of the response letter. He therefore moved this correspondence into the public sphere with 17 names listed (and indeed highlighted in large font), without their permission, with his own defamatory comments about them. This public notification and accompanying emotive slurs were very intimidating. This post has had 30k views and 183 likes:
<https://twitter.com/ikeaneSDN/status/1722111445595570194>
- This was followed by an email to all staff of FASS by Associate Professor Jake Lynch in which he wrote: 'Still, if unsure, we can go back and check the note we've all doubtless made, of the colleagues who've declared this part of a just war.' The tone of the email was intimidatory and suggested that those staff rejecting Keane's statements were to be 'watched'.
- The signatories of the response to Professor Keane wrote to the VC and Provost who referred our complaint to Workplace Behaviour and Conduct. They finally had a response sent on 21 December that the administration were making enquiries in terms of the [Bullying, Harassment and Discrimination Prevention Policy](#).

Use of University communication channels to promote anti-Israel rhetoric and pro-Palestinian actions

5. Ongoing discussions on Yammer (now Viva Engage):

- This has involved too many contributors to list individually but much of the anti-Israel rhetoric on Viva Engage has come from members of SydneyStaff4BDS, led by Dr Nick Riemer.
- The fact the Dr Riemer is also president of the Sydney Branch of the NTEU also complicates the situation and provides him with a very public platform.

6. Matte Rochford and the calendar incident

Matte Rochford, a member of the professional staff of the School of Languages and Cultures (SLC) in FASS sent out a poster by email to all SLC members advertising a pro-Palestinian protest meeting, rather than the 2024 university calendar. Although this may have been in error, it did demonstrate use of university equipment and worktime for political activity. A complaint has been made about this.

Anti-Israel NTEU activities on campus

7. NTEU Motion:

- The Sydney NTEU motion was one-sided, condemning Israel with no mention nor condemnation of the Hamas terrorist attacks of 7 October, but rather calling for an immediate ceasefire and end to the blockade of Gaza and advocating support for pro-Palestine demonstrations across Australia.
- A very problematic flyer with blatantly incorrect facts about the conflict was handed out to physical attendees of the meeting.
- The motion was passed, but the meeting did not attract a quorum so it could not be officially accepted.

Development of a toxic, unsafe atmosphere for Jewish academics and professional staff

8. Toxic atmosphere for Jewish academics and professional staff:

In response to this problem, a support group of Sydney academics and professionals as a branch of the Australian Academic Alliance Against Antisemitism (5A) has been formed. This is open to both Jewish and non-Jewish academics concerned about the rise of antisemitism at the University of Sydney. Two cases that highlight the need for action follow:

- In one case, a member of the professional staff in Faculty of Arts and Social Sciences (FASS) has had to take stress leave due to the toxic work atmosphere in the Faculty.
- In another case, a young Jewish woman who had just started her employment at the university was reprimanded by her boss following complaints for having a public conversation about the conflict with another colleague. She was deeply distressed because she did not initiate the conversation and she had done her best to be respectful of the other colleague's views. She was so distressed by this reprimand that she was in tears during the meeting. She has informed the Jewish Board of Deputies and Federal MP Allegra Spender about this incident.

Annexure "MDB-13"



THE UNIVERSITY OF
SYDNEY

Professor Mark Scott AO
Vice-Chancellor and President

13 February 2024

Professor Suzanne Rutland OAM
Professor Emerita
Department of Hebrew, Biblical and Jewish Studies
The University of Sydney

By email: suzanne.rutland@sydney.edu.au

Dear Professor Rutland and colleagues,

Thank you for your time on Monday 5 February. I valued your openness and acknowledge the grief and anguish felt by so many in the Jewish community.

It was an important opportunity for us to sit together, in the lead up to Welcome Week, to discuss your concerns regarding safety on campus – concerns the University shares and is deeply committed to working through thoughtfully and methodically to ensure a welcoming environment for all students and staff. I am especially grateful for your willingness to work together to improve the culture on campus – a culture where we remain true to our values as a scholarly community, where ideas are developed and debated, and where there is space for divergent views. A place where the principles of freedom of speech and academic freedom are upheld, but where antisemitism, racism, intimidation, and harassment are never tolerated.

Since last October, the University has been clear about expectations of behaviour on campus, and we will be reminding our community that the commencement of semester is to be a fun and celebratory time where everyone feels welcome and included. We want to encourage students to explore everything Sydney has to offer and to make connections with their peers. There will be messages regarding safety and support and we have also launched an online module for students, '*Engaging with Civility*', which includes interactive scenarios to build understanding of the Student Charter and expectations at university, including respectful protest and cultural safety. The University of Sydney Union has also written to its members outlining its commitment to inclusivity and respect and that behaviour that impedes on the safety and wellbeing of others will not be tolerated – this includes language or conduct that is racist, discriminatory, or violent.

As I outlined during our discussion, the University strongly supports the right of staff and students to express their opinions and political views, including those that some may consider controversial or offensive. However, this right to free speech must be exercised in a safe and legal way that does not constitute harassment, vilification, or intimidation.

Following your feedback, we have updated the *Guidance Note on Freedom of Expression* for students to highlight that this right does not extend to the disruption of lectures and classes, preventing other students from learning. It also does not extend to harassing or intimidating staff and students who may hold a different view or simply do not wish to engage in protest or debate. I have also asked the Director, Protective Services and Risk Services, to consider whether there are locations and lessons that may attract a higher risk of disruption and that appropriate measures be taken to mitigate these risks. Furthermore, the University Executive has discussed the deeply offensive misappropriation of the Acknowledgement of Country in lectures and the Deputy Vice-Chancellor (Indigenous Strategy and Services), Professor Lisa Jackson Pulver, will lead the communication with staff regarding this important issue.

We are prepared for any escalation that may occur as students return to campus. There will be an increased security presence through February to support the greater number of students and many events planned on campus. The security arrangements we had implemented last year remain in place, including the availability of security escorts, our shuttle service between the campus and Redfern station and a 24/7 presence on campus, where all CCTV camera footage is constantly monitored. The Protective Services team is also in regular contact with local police and the local

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council to manage risks and incidents in our precinct. As an example, we work closely with the City of Sydney to ensure discriminatory posters are removed from the lands which the City of Sydney manages – this includes areas leading to, or on the border of our campus such as the route from Redfern Station or the bus stops on City Road.

We expect posters will continue to be displayed, and generally this is not prohibited under the University's Charter of Freedom of Speech and Academic Freedom – the exception being where such posters or signs incite terrorism or otherwise contain unlawful content. Last year, offensive posters with an image of Hamas forces and calling for Intifada were considered to be inciting terrorism and were removed. In line with the university's Advertising on Campus Policy, security staff scan the campus for inappropriate graffiti, chalking or posters as part of their regular duties and remove them quickly, however, I encourage you to keep in touch with my office and report any discriminatory posters or graffiti.

As with posters, the display of flags is not prohibited under the university's Charter of Freedom of Speech and Academic Freedom. However, we are updating the university's flag guidelines to clarify what is permitted on campus. This includes a duty to not create the impression that the University has taken a position regarding a matter by displaying a flag, and that the flying of unapproved flags in specific locations on campus is not permitted. We take these issues very seriously and have investigated all complaints in relation to flags on campus – where there was unauthorised use of university flagpoles, the flags were promptly taken down.

In addition to complaints regarding the use of flags, the university has received numerous other complaints connected to ongoing conflict in the Middle East. I want to reassure you that we have taken the time to thoroughly assess each case. This a meticulous process, but necessarily so, as the matters are complex and often require staff to gather information, carefully review CCTV footage and identify and interview those involved.

The University has also sent correspondence to a number of staff and students where the University assessed that their conduct falls below the expectations set out above and has and will continue to implement disciplinary action where appropriate.

There are instances where complaints relate to the conduct of groups like the NTEU or the Socialist Alliance. It is important to recognise these groups are independent of the University and we have no jurisdiction over their members (except for where the conduct of the members constitutes University-related conduct). However, where there is a concern that University-related activities may be in breach of our policies and codes of conduct, or would constitute criminal offences under Australian law, we will take action. Last November, we banned an unregistered event from being held on our campus to protect the wellbeing and safety of staff and students.

While we always strive to resolve cases in a timely manner, I appreciate the stress and uncertainty caused by delays in communication. My office is always available to assist, and I encourage you to contact my Chief of Staff, Darren Goodsir, if you require further information or support. Darren is also the Chair of a Community of Practice that is coordinating our institutional response to concerns raised by members of our community following the events of last year. The group is in the process of improving systems for the reporting of incidents and complaints and support offered to staff and students. We also acknowledge the impact of intimidating online communications and are drafting guidelines for the use of platforms such as Viva Engage/Yammer and the misuse of email distribution lists. A review of our policies and codes of conduct as they relate to advertising on campus, public comment and social media will also be prioritised this year, as will a submission to the recently announced review of the state's laws regulating incitement to violence/hate speech by former Chief Justice of the NSW Supreme Court, the Honourable Tom Bathurst AC KC.

As students return to campus, we are focused on the positive and supportive culture we want to foster. As leaders we have an important role to play in modelling civility, and what we refer to as 'disagreeing well' – we are responsible for modelling the kind of deliberate conversations the broader community needs to have about difficult issues. And as a University we need to be a place that can host multiple perspectives, and hold challenging, courageous conversations that consider the complexity of our environment. I've been encouraged by the many students and colleagues who have expressed their interest in laying the foundations for this respectful engagement this year – they are eager to reconnect with their peers, to bridge their differences and to find common ground through informal gatherings and projects such as community gardens. As a University we are committed to facilitating these opportunities and continuing our efforts to combat racism, including antisemitism, hate speech and discrimination.




THE UNIVERSITY OF
SYDNEY

Thank you again for raising your concerns. I hope my response provides you with some assurance of our commitment to addressing these issues. I look forward to the next time we meet and trust that you will reach out to Darren Goodsir as needed in the coming weeks and months.

Yours sincerely,

Professor Mark Scott AO
Vice-Chancellor and President

Annexure "MDB-14"

From: Naomi Connolly naomi.connolly@sydney.edu.au 
Subject: RE: Private and Confidential
Date: 19 March 2024 at 15:54
To: Lionel Babicz lionel.babicz@sydney.edu.au



Dear Lionel,

I am contacting you to provide a further update with respect your complaint related to Prof John Keane, that is with Workplace Relations.

Workplace Relations has completed a preliminary assessment which provided advice and recommendations on the next steps to address your concerns to the Delegate, Professor Lisa Adkins, Dean, Faculty of Arts and Social Sciences (FASS). One of the recommendations to Professor Adkins was that your concerns should be considered under the allegations of misconduct process which is set out in the Enterprise Agreement. Professor Adkins accepted this recommendation, and the misconduct process is currently underway. As part of process, Professor Keane has been directed around confidentiality of the matters.

I anticipate that this process will be concluding in the next two weeks and following this Professor Adkins will be in contact about the outcome of your complaint. Should there be changes to this timeframe, I will let you know.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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From: Naomi Connolly
Sent: Tuesday, January 30, 2024 3:55 PM
To: Lionel Babicz <lionel.babicz@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Lionel,

I am writing in relations to the complaints you made to the University. By way of update, please see below for a status update on your complaints:

- *Complaint about Jake Lynch:* the assessment of this complaint in the final stages. You will be receiving the outcome soon.
- *Complaint about John Keane:* the preliminary assessment and enquiries of this matter is ongoing.

Should you have any questions, please don't hesitate to contact me.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct
The University of Sydney
Human Resources, Workplace Relations

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From: Naomi Connolly
Sent: Monday, January 8, 2024 10:19 AM
To: Lionel Babicz <lionel.babicz@sydney.edu.au>
Subject: RE: Private and Confidential

Hi Lionel

Confirming receipt of the below information.

I will be in further contact in due course.

Many thanks.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct
The University of Sydney
Human Resources, Workplace Relations

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From: Lionel Babicz <lionel.babicz@sydney.edu.au>

Sent: Thursday, December 21, 2023 9:13 PM
To: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: Re: Private and Confidential

Dear Naomi,

Thank you for your response.

I'm taking the liberty to send you one more screenshot. It is the same tweet by Prof John Keane displaying our names, but this time it is a view when you click on the attached image and open it. Here, you can see the whole list of our names displayed.

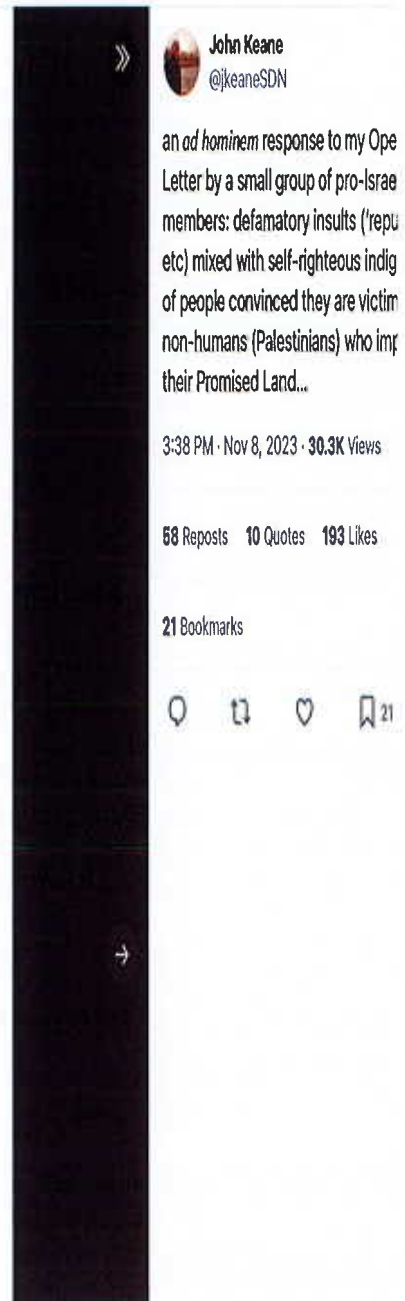
Kind regards,

Lionel Babicz

Hamas themselves, and the awful civilian deaths of Gazans (many of whom are deliberately placed in the line of fire as human shields) by Israeli army fire, is unconscionable.

Sincerely,

Dr Michael Abrahams-Sprod
A/Prof Avril Alba
Dr Lionel Babicz
Yulia Berlin-Firer
Professor David Celermajer
A/Prof Ilan Dar-Nimrod
Dr Jennifer Dowling
Dr Yona Gilead
Professor Judy Kay
Professor Gustav Lehrer



Dr Guy Mayraz
Prof Peter Morgan
Dr Loren Mowszowski
Professor Suzanne Rutland
Dr Andy Smidt
Dr Lynne Swarts
Dr Joseph Toltz

On 21 Dec 2023, at 15:29, Naomi Connolly <naomi.connolly@sydney.edu.au> wrote:

Dear Lionel

Many thanks for your email. I have noted the below information your have provided.

I will be in further contact in the new year.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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Please think of our environment and only print this email if necessary.

From: Lionel Babicz <lionel.babicz@sydney.edu.au>
Sent: Thursday, December 21, 2023 3:02 PM
To: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: Re: Private and Confidential

Dear Naomi,

Thank you for your email. Please allow me a short complement of information.

1. Prof John Keane's tweet exposing the names of the signatories of the response letter has been viewed, as of today, 21 Dec 2023, **30 000 times**, and reposted **67 times** (cf. screenshot 1).
2. So that the University understand properly the wider context within which our names were displayed and the danger resulting from this exposure, please note that on 8 October (i.e. one day after the October 7 Hamas pogrom), Prof Keane had displayed on his X account a photo of five **Islamic** green flags (**not** Palestinian flags, but **Islamic** flags) (cf. screenshot 2).

Kind regards,

Dr Lionel Babicz
SLC - Japanese Studies

<image001.png><image002.png>

On 21 Dec 2023, at 12:20, Naomi Connolly
<naomi.connolly@sydney.edu.au> wrote:

Dear Dr Babicz,

By way of introductions, I am Naomi Connolly, Senior Manager in Workplace Relations. I have carriage over staffing complaints at the University.

I refer to the correspondence that you sent to the Provost and the Vice Chancellor with respect to concerns about A/Prof Jake Lynch and Prof John Keane. Your concerns have been forwarded onto me in my capacity of handling staffing complaints.

Workplace Relations is currently considering and making enquiries into your concerns under the University's [Bullying, Harassment and Discrimination Prevention Policy](#).

This process is being conducted consistent with University's [Resolution of Complaints Policy](#). This document outlines the principles and obligations of handling including clause 14 and 18 of the Policy. Please be assured that the respondents in these matters has similarly been advised regarding the principles and obligations.

Given the sessional break occurring this will impact on timeframe with the handling of your complaints. I appreciate that it is not an

with the handling of your complaints. I appreciate that it is not an ideal time with the University closing. I will be contact in new year after the University re-opens.

I acknowledge that pursuing a complaint can be stressful. Your wellbeing is paramount so please ensure you access the supports available to you. You may already have support, but if you don't I encourage you to consider whether support from the University's Employee Assistance Program (EAP) will be of assistance to you. The EAP is available 24/7, and you are able to access 6 free sessions with an independent and confidential counsellor. You can make an appointment by contacting 1300 360 364. More information is available at: <https://intranet.sydney.edu.au/employment/safety-wellbeing/your-wellbeing/counselling-coaching-support.html>.

If you have any questions, please do contact me.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

Level 2, Service Building G12 | The University of Sydney
22 Codrington Street, Darlington | NSW | 2006
T +61 2 862 76462 | M +61 439 475 406
naomi.connolly@sydney.edu.au | sydney.edu.au

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Please think of our environment and only print this email if necessary.

Annexure "MDB-15"

From: [Andy Smidt](#)
To: [Elijah Rasic](#)
Cc: [adambutt](#)
Subject: FW: Private and Confidential
Date: Wednesday, 30 July 2025 5:54:58 PM

From: Naomi Connolly <naomi.connolly@sydney.edu.au>
Date: Tuesday, 19 March 2024 at 2:44 pm
To: Andy Smidt <andy.smidt@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Andy,

I am contacting you to provide a further update with respect your complaint related to Prof John Keane, that is with Workplace Relations.

Workplace Relations has completed a preliminary assessment which provided advice and recommendations on the next steps to address your concerns to the Delegate, Professor Lisa Adkins, Dean, Faculty of Arts and Social Sciences (FASS). One of the recommendations to Professor Adkins was that your concerns should be considered under the allegations of misconduct process which is set out in the Enterprise Agreement. Professor Adkins accepted this recommendation, and the misconduct process is currently underway. As part of process, Professor Keane has been directed around confidentiality of the matters.

I anticipate that this process will be concluding in the next two weeks and following this Professor Adkins will be in contact about the outcome of your complaint. Should there be changes to this timeframe, I will let you know.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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From: Naomi Connolly

Sent: Tuesday, January 30, 2024 3:50 PM
To: Andy Smidt <andy.smidt@sydney.edu.au>
Subject: RE: Private and Confidential

Dear Andy

I refer to my below email. By way of update, please see below for a status update on your complaints:

- *Complaint about Jake Lynch:* the assessment of this complaint in the final stages. You will be receiving the outcome soon.
- *Complaint about John Keane:* the preliminary assessment and enquiries of this matter is ongoing.

Should you have any questions, please don't hesitate to contact me.

Kind regards
Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

The University of Sydney
Human Resources, Workplace Relations

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From: Naomi Connolly
Sent: Thursday, December 21, 2023 12:32 PM
To: Andy Smidt <andy.smidt@sydney.edu.au>
Subject: Private and Confidential

Dear Dr Smidt,

By way of introductions, I am Naomi Connolly, Senior Manager in Workplace Relations. I have carriage over staffing complaints at the University.

I refer to the correspondence that you sent to the Provost and the Vice Chancellor with respect to concerns about A/Prof Jake Lynch and Prof John Keane. Your concerns have been forwarded onto me in my capacity of handling staffing complaints.

Workplace Relations is currently considering and making enquiries into your concerns

under the University's [Bullying, Harassment and Discrimination Prevention Policy](#).

This process is being conducted consistent with University's [Resolution of Complaints Policy](#). This document outlines the principles and obligations of handling including clause 14 and 18 of the Policy. Please be assured that the respondents in these matters has similarly been advised regarding the principles and obligations.

Given the sessional break occurring this will impact on timeframe with the handling of your complaints. I appreciate that it is not an ideal time with the University closing. I will be contact in new year after the University re-opens.

I acknowledge that pursuing a complaint can be stressful. Your wellbeing is paramount so please ensure you access the supports available to you. You may already have support, but if you don't I encourage you to consider whether support from the University's Employee Assistance Program (EAP) will be of assistance to you. The EAP is available 24/7, and you are able to access 6 free sessions with an independent and confidential counsellor. You can make an appointment by contacting 1300 360 364. More information is available at: <https://intranet.sydney.edu.au/employment/safety-wellbeing/your-wellbeing/counselling-coaching-support.html>.

If you have any questions, please do contact me.

Kind regards

Naomi

Naomi Connolly (she/her) | Senior Manager, Workplace Behaviour and Conduct

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Human Resources, Workplace Relations

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Annexure "MDB-16"



Professor Lisa Adkins
Dean, Faculty of Arts and Social Sciences

3 April 2024

PRIVATE AND CONFIDENTIAL

Dr Lionel Babicz

By email: lionel.babicz@sydney.edu.au

Dear Lionel,

OUTCOME – CONCERNS RELATING TO THE CONDUCT OF PROFESSOR JOHN KEANE

I refer to concerns raised by you regarding the conduct of Professor John Keane. Thank you for your patience as we assessed this matter.

Background

As you are aware, concerns were raised in relation to the conduct of Professor Keane on social media platform 'X', in particular, Professor Keane's post on X on 8 November 2023 that reproduced (without consent) a response sent by 17 signatories as part of an internal University email chain, including the full names of the signatories.

Workplace Relations undertook a preliminary assessment and determined that the concerns would be dealt with under the *University of Sydney Enterprise Agreement 2023-2026* (**Enterprise Agreement**), and a preliminary enquiry was undertaken.

During this process:

1. Consideration was given to the terms of the concerns raised by you, and others, and the impact of the alleged conduct.
2. Professor Keane was provided with details of the concerns, including relevant background information and applicable University policies, charters and codes, and invited to provide a response.
3. Professor Keane provided a response during a meeting with me and made submissions in writing.

Determination

Based on all the relevant information available to me, including the information provided by you, other complainants and Professor Keane, I have determined that Professor Keane's conduct with respect to his X post of 8 November 2023 was contrary to University policies and codes and constituted Misconduct for the purpose of the Enterprise Agreement.

In particular, I considered that:

- Professor Keane did not accurately reflect the position of the signatories in his commentary on X, particularly with reference to 'their promised land' and the reference to Palestinians as 'non-human'.
- Professor Keane had prejudged the ethno-religious background of the signatories in the use of the phrase 'their promised land' in circumstances where none of the signatories indicated their religious background in the email chain.

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ABN 15 211 513 464
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- By including the photograph of one individual, and the full names of other individuals who put their names to the email, together with misrepresentations of their position, Professor Keane exposed these individuals to potential harm.
- Professor Keane should have reasonably been aware that others may find his conduct intimidating in respect of their rights to express an opinion regarding the conflict different to his.

Next steps

The University will be implementing Disciplinary Action under the relevant clauses of the Enterprise Agreement, together with appropriate steps to mitigate the risk of recurrence. In addition, Professor Keane has been directed to delete the relevant X post.

When these matters are completed, the matter will be considered closed. However, should Professor Keane engage in any conduct in the future that is found to be in breach of University policies or codes, the fact that he has been reminded of his obligations and provided guidance regarding appropriate conduct, may be relied upon in determining any Disciplinary Action.

Confidentiality

The contents of this letter together with information relating to the process, the concerns raised and the outcome, are strictly confidential. They must not be discussed with anyone other than a support person¹, representative or personal adviser (such as a lawyer, union representative, doctor or counsellor). **In particular, they must not be disclosed in any manner or form on social media.** You may of course speak with University staff who are involved in the process such as myself or Ms Connolly. I confirm that Professor Keane and other participants have also been advised of their confidentiality obligations.

Further information regarding confidentiality and non-victimisation requirements of complaint processes (including where the University may disclose information) can be found in the *Resolution of Complaints Policy 2015*.

Employee Assistance Program


I encourage you to consider whether support from the University's Employee Assistance Program (EAP) will be of assistance to you. Information about this free and confidential counselling service is available at:

<http://sydney.edu.au/sydneypeople/support/counselling.shtml>

Thank you again for bringing this matter to our attention and for your patience as we assessed the concerns.

If you have any questions in relation to this letter, please contact me or Naomi Connolly, Senior Manager, Workplace Relation by email: naomi.connolly@sydney.edu.au in the first instance.

Yours sincerely,



Lisa Adkins

Dean, Faculty of Arts and Social Sciences

Cc: Naomi Connolly, Senior Manager, Workplace Relations
Case File

¹ A support person means a friend, colleague or Union official (but not any person involved or connected in any way with the concerns) who you may choose to provide you with support.

Annexure "MDB-17"



Professor Lisa Adkins
Dean, Faculty of Arts and Social Sciences

3 April 2024

PRIVATE AND CONFIDENTIAL

Dr Loren Mowszowski

By email: loren.mowszowski@sydney.edu.au

Dear Loren,

OUTCOME – CONCERNS RELATING TO THE CONDUCT OF PROFESSOR JOHN KEANE

I refer to concerns raised by you regarding the conduct of Professor John Keane. Thank you for your patience as we assessed this matter.

Background

As you are aware, concerns were raised in relation to the conduct of Professor Keane on social media platform 'X', in particular, Professor Keane's post on X on 8 November 2023 that reproduced (without consent) a response sent by 17 signatories as part of an internal University email chain, including the full names of the signatories.

Workplace Relations undertook a preliminary assessment and determined that the concerns would be dealt with under the *University of Sydney Enterprise Agreement 2023-2026 (Enterprise Agreement)*, and a preliminary enquiry was undertaken.

During this process:

1. Consideration was given to the terms of the concerns raised by you, and others, and the impact of the alleged conduct.
2. Professor Keane was provided with details of the concerns, including relevant background information and applicable University policies, charters and codes, and invited to provide a response.
3. Professor Keane provided a response during a meeting with me and made submissions in writing.

Determination

Based on all the relevant information available to me, including the information provided by you, other complainants and Professor Keane, I have determined that Professor Keane's conduct with respect to his X post of 8 November 2023 was contrary to University policies and codes and constituted Misconduct for the purpose of the Enterprise Agreement.

In particular, I considered that:

- Professor Keane did not accurately reflect the position of the signatories in his commentary on X, particularly with reference to 'their promised land' and the reference to Palestinians as 'non-human'.
- Professor Keane had prejudged the ethno-religious background of the signatories in the use of the phrase 'their promised land' in circumstances where none of the signatories indicated their religious background in the email chain.

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- By including the photograph of one individual, and the full names of other individuals who put their names to the email, together with misrepresentations of their position, Professor Keane exposed these individuals to potential harm.
- Professor Keane should have reasonably been aware that others may find his conduct intimidating in respect of their rights to express an opinion regarding the conflict different to his.

Next steps

The University will be implementing Disciplinary Action under the relevant clauses of the Enterprise Agreement, together with appropriate steps to mitigate the risk of recurrence. In addition, Professor Keane has been directed to delete the relevant X post.

When these matters are completed, the matter will be considered closed. However, should Professor Keane engage in any conduct in the future that is found to be in breach of University policies or codes, the fact that he has been reminded of his obligations and provided guidance regarding appropriate conduct, may be relied upon in determining any Disciplinary Action.

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Further information regarding confidentiality and non-victimisation requirements of complaint processes (including where the University may disclose information) can be found in the *Resolution of Complaints Policy 2015*.

Employee Assistance Program

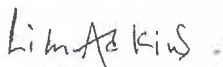
I encourage you to consider whether support from the University's Employee Assistance Program (EAP) will be of assistance to you. Information about this free and confidential counselling service is available at:

<http://sydney.edu.au/sydneypeople/support/counselling.shtml>

Thank you again for bringing this matter to our attention and for your patience as we assessed the concerns.

If you have any questions in relation to this letter, please contact me or Naomi Connolly, Senior Manager, Workplace Relation by email: naomi.connolly@sydney.edu.au in the first instance.

Yours sincerely,



Lisa Adkins

Dean, Faculty of Arts and Social Sciences

Cc Naomi Connolly, Senior Manager, Workplace Relations
Case File

¹ A support person means a friend, colleague or Union official (but not any person involved or connected in any way with the concerns) who you may choose to provide you with support.

Annexure "MDB-18"

Subject: Re: Private and Confidential

Date: 10 May 2024 at 08:14:13 AEST

To: Lisa Adkins <lisa.adkins@sydney.edu.au>

Cc: Naomi Connolly <naomi.connolly@sydney.edu.au>

Dear Lisa,

Thank you for your email.

I am pleased to see the University takes serious concerns regarding the impact on our safety.

I can confirm that as of today, 10 May 2024, Professor Keane's X post from 8 November 2023 is still online. It is no exaggeration to say that, considering the ongoing events on campus, including the involvement of jihadist elements external to the University, the potential threat to the safety of the people doxxed by that post is increasing day by day.

Kind regards,

Lionel Babicz

On 9 May 2024, at 09:00, Lisa Adkins
<lisa.adkins@sydney.edu.au> wrote:

Dear Lionel,

I understand that this is a difficult situation and confirm the University takes concerns regarding the impact on your health and safety seriously.

As outlined in my previous email, Professor Keane is currently on leave, and this may account for the delay in complying with the direction to delete the post on X. However, the University is actively following up on the removal of the X post and will consider further options available under the Enterprise Agreement should the post not be removed.

I will be in contact again once I can provide a further update but, in the meantime, if you would like to discuss this further or have any other questions, please let me know.

Sincerely,
Lisa

PROFESSOR LISA ADKINS

Dean, Faculty of Arts and Social Sciences

THE UNIVERSITY OF SYDNEY

Quadrangle Building A14 | The University of Sydney | NSW | 2006

E lisa.adkins@sydney.edu.au

W <http://sydney.edu.au/arts/>

From: Lionel Babicz <lionel.babicz@sydney.edu.au>
Date: Tuesday, 30 April 2024 at 11:36 am
To: Lisa Adkins <lisa.adkins@sydney.edu.au>
Cc: Naomi Connolly <naomi.connolly@sydney.edu.au>
Subject: Re: Private and Confidential

Dear Lisa,

Thank you for your response.

As written in the outcome letter, 'Professor Keane exposed these individuals (= us) to potential harm.' The fact that nothing serious happened to any of us in the past six months (the tweet was posted on 8 November) is no guarantee for the future, especially in light of the current events in Australia in general, and on campus in particular. We are therefore expecting from the University to take all actions necessary so that Prof Keane removes his infamous X post immediately, whether he is on leave or not.

Kind regards,

Lionel Babicz

On 30 Apr 2024, at 09:00, Lisa Adkins <lisa.adkins@sydney.edu.au> wrote:

Dear Lionel,

Thank you for reaching out.

In sending the outcome letter to Professor Keane, we became aware that Professor Keane is currently on leave. This may account for the delay in complying with the direction to delete the post on X. We will follow up Professor Keane upon his return from leave if the post is not deleted from X.

Sincerely,
Lisa

PROFESSOR LISA ADKINS

Dean, Faculty of Arts and Social Sciences

THE UNIVERSITY OF SYDNEY

Quadrangle Building A14 | The University of Sydney |
NSW | 2006

E lisa.adkins@sydney.edu.au

W <http://sydney.edu.au/arts/>

From: Lionel Babicz
<lionel.babicz@sydney.edu.au>
Date: Sunday, 28 April 2024 at 6:01 pm
To: Lisa Adkins <lisa.adkins@sydney.edu.au>
Cc: Naomi Connolly
<naomi.connolly@sydney.edu.au>
Subject: Re: Private and Confidential

Dear Professor Adkins,

This is to draw your attention that, as of today, 28 April 2024, Professor John Keane's infamous X post has not been deleted and has been viewed some 30,000 times. And this, despite the fact that the outcome letter you sent on 3 April said that 'Professor Keane has been directed to delete the relevant X post.'

<https://twitter.com/jkeaneSDN>

I would be grateful to know what the University intends to do regarding the matter.

Kind regards,

Lionel Babicz

<Screenshot 2024-04-25 at 20.40.33.png>

On 3 Apr 2024, at 16:06, ARTS
Dean <arts.dean@sydney.edu.au>
wrote:

Dear Lionel

Dear Lionel,

Private and Confidential.

Please find attached outcome letter regarding concerns relating to the conduct of Professor John Keane.

Regards,
Lisa

PROFESSOR LISA ADKINS

Dean, Faculty of Arts and Social Sciences

THE UNIVERSITY OF SYDNEY

Quadrangle Building A14 | The University
of Sydney | NSW | 2006

E lisa.adkins@sydney.edu.au

W <http://sydney.edu.au/arts/>

<Outcome letter-complaint_Lionel
Babicz.pdf>



PUBLISHED 29 MAY 2025 · OPEN LETTER

Statement by Jewish university staff and students regarding racial vilification allegations at the University of Sydney

Jewish university staff and students in solidarity with Dr Nick Riemer and Professor John Keane



The following responds to a small group of students and staff at the University of Sydney who, as reported in *The Australian* last year, brought racial vilification allegations to the Australian Human Rights Commission against their colleagues Nick Riemer and John Keane on the grounds that their criticisms of Israel and of Zionism “considered individually or cumulatively were reasonably likely ... to offend, insult, humiliate, or intimidate Jewish persons or Israeli persons in Australia and elsewhere.” In April, the AHRC terminated the complaint on the request of Riemer and Keane, who had pointed out that the complainants had already been fundraising for many months to sue them in the Federal

SHARE VIA:





As Jewish university staff and students we are appalled by the attempt to use racial vilification laws and the Australian Human Rights Commission complaints process to silence Dr Nick Riemer and Professor John Keane, who have exercised their right to free speech to criticise the actions of the Israeli Government, to oppose the ultra-nationalist Zionism that informs them, to express solidarity with Palestinians and Lebanese people, and to call for an end to Israel’s current campaign of extreme violence.

As this vexatious complaint against Dr Riemer and Professor Keane was made, Israel continued to kill and to displace civilians in horrifying numbers and to destroy more life-supporting civic infrastructure in Gaza as it persisted with efforts to depopulate Gaza and the West Bank. It is particularly distressing for us as university staff and students that Israel has destroyed the infrastructure for higher education in Gaza while killing hundreds of our colleagues and peers.

As Jewish university staff and students, we repudiate the attempt by those making the complaint to conflate Zionism, a political ideology with Jewish and non-Jewish adherents, with Jewish identity. This implicates Jews all over the world in the Israeli Government’s current actions as well as its longstanding occupation of Palestinian lands and persecution of Palestinian people. We and our families have faced the scourge of antisemitism, and we recognise the need to address it proactively. But Jews are not a monolith, and the fight against antisemitism is weakened by confusing the criticism of Israel with racism against Jews.

The attempt to silence Dr Riemer, Professor Keane and other academics who seek justice for Palestine forms part of concerted and coordinated efforts to silence critics of Israel across Australia’s university campuses and public squares, trammelling fundamental democratic rights of assembly, protest, expression, and dissent. It is just such moves to suppress free speech and to silence dissenting intellectuals that Jews have so often experienced in our history.

These complainants do not speak for us as Jewish people. Dr Riemer’s and Professor Keane’s criticisms of Zionist ideology and



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258 2025

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Browse the issue

Inside *Overland* issue 258, you'll find twin essays: Norman Saadi Nikro on Edward Said's critique of liberal racism, and Yahia Lababidi on the many Edward Suids, *Overland's* ex-poetry editor Toby Fitch on doomscrolling, Thomas Moran on the suburban grotesque and SNH on the world-changing aspect of violence, plus loads more.



criticism of either Israel or Zionism on the one hand, or support for Palestinian and Lebanese people on the other is antisemitic;

we demand that this vexatious complaint be dropped;

and we call on Australia's universities and the Australian Government to fulfill their democratic responsibilities by robustly protecting and supporting freedom of speech and academic freedom.

Signed:

Honorary Associate Professor Alexander Adelaar, University of Melbourne (Staff)

Professor Dennis Altman AM, LaTrobe (Staff)

Sam Altman, University of Sydney (Staff)

Dr Vanessa Barolsky, Deakin University (Staff)

Dr Naama Blatman, UNSW (Staff)

Professor Linda Briskman, Western Sydney University (Staff)

Dr Naama Carlin, UNSW (Staff)

Senior Lecturer Ned Curthoys, The University of Western Australia (Staff)

Dr Oscar Davis, University of Melbourne (Staff)

Dr Sara Dehm, University of Technology Sydney (Staff)

Simon During, University of Melbourne (Staff)

Michael Edwards, University of Sydney (Staff)

Dr Stella Encel, University of Sydney (Staff)

A/Prof Ben Etherington, Western Sydney University (Staff)

Kevin Fine, UNSW (Staff)

Ethan Gandler, University of Sydney (Student)

Dr Leia Greenslade, Griffith University (Staff)

Mila Heneck, University of Sydney (Staff)

Rosie Isaac, Monash University (Staff)

Yasmine Johnson, University of Sydney (Student)

Louise Katz, University of Sydney (Staff)

Dr Ariel Kline, University of Sydney (Staff)

Sarah Kushinsky, RMIT (Staff)

Professor Alana Lentin, Western Sydney University (Staff)

Professor Mark LeVine , UC Irvine/Sydney (Staff)

Dr Jessica Loyer, William Angliss Institute (Staff)

Dr Marc Mierowsky, University of Melbourne (Staff)

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Eva Shteinman, University of Sydney (Student)
Ben Silverstein, Australian National University (Staff)
Dr Jordana Silverstein, University of Melbourne (Staff)
Dr Ruth Singer, University of Melbourne (Staff)
Dr Peter Slezak, UNSW (Staff)
Dr Jesse Adams Stein, University of Technology Sydney (Staff)
Lanie Stockman, RMIT (Student)
Dr Liz Strakosch, University of Melbourne (Staff)
Marcus Strom, The University of Sydney (Staff)
A/Prof Nick Thieberger, University of Melbourne (Staff)
Professor Allon Uhlmann, Holmesglen Institute (Staff)
Professor Clare Wright, La Trobe University (Staff)
Associate Professor Deborah Zion, Victoria University (Staff)
Professor David Heilpern, Southern Cross University (Staff)
Professor Julie Kalman, Monash University (Staff)
Associate Professor Keely Macarow, RMIT University (Staff)
Emeritus Professor Jan Mason, Western Sydney University (Staff)
Jesse McNicoll, University of Sydney (Staff)
Dr. Edward Neeman, Australian National University (Staff)
Dr Gabriel Parker, The University of Queensland (Student)
Senior Lecturer Douglas Wilson, RMIT University (Staff)

Alumni and Overseas signatories

Guy Abrahams, University of Melbourne (Alumnus)
Dr. Peter Banki, University of Sydney (Alumnus)
Mr. Bernard Elias, Yuba collage (Student)
Sara Dowse, University of Sydney (Alumnus)
Dr Harry Feldman, Australian National University (Alumnus)
Matt Friedman, University of Sydney (Alumnus)
Dr David Glanz, Monash University (Alumnus)
Dr. Marcio Goldman, Federal University of Rio de Janeiro (Staff)
Associate Professor Ronit Lentin, Trinity College Dublin (Staff)
Dr Terry Lustig, Sydney (Alumnus)
Dr Meredith Medway, University of Sydney (Alumnus)
Cathy Peters, University of Sydney (Alumnus)
Vivienne Porzsolt, Massey University (Alumnus)
Sabby Sagall, University of East London (Staff, retired)
Dr Ronald Witton, University of Sydney (Alumnus)
Dr Ditta Bartels, University of Sydney and UNSW (Alumnus)
Adam Dickes, University of Sydney (Alumnus)
Martin Munz, University of Melbourne (Alumnus)
Dr Annie Pfingst, University of Technology, Sydney (Alumnus)
Irene Ulman, University of Sydney (Alumnus)

Annexure "MDB-20"

Corporations Act 2001

A Company Limited by Guarantee

THE CONSTITUTION

of

AUSTRALIAN ACADEMIC ALLIANCE AGAINST ANTISEMITISM LTD

ACN: 674 988 311

NAME

1. The name of the company is **AUSTRALIAN ACADEMIC ALLIANCE AGAINST ANTISEMITISM LTD**

REPLACEABLE RULES DISPLACED

2. The provisions of the *Corporations Act* which operate as replaceable rules do not apply to the company.

INTERPRETATION

3. (a) In this constitution:

“**ATO**” means the Australian Taxation Office;

“**ATO Endorsed Entity**” means an entity which is charitable at law and which is endorsed by the ATO as a deductible gift recipient in accordance with Division 30 of the ITAA 1997;

“**auditor**” means the person appointed for the time being as the auditor of the company;

“**the board**” or “**the board of Directors**” means the Directors and alternate Directors present at a meeting, duly convened as a board meeting, at which a quorum is present;

“**Business Day**” means a day which is not a Saturday, Sunday or bank or public holiday in the state of the company’s incorporation;

“**the company**” means **AUSTRALIAN ACADEMIC ALLIANCE AGAINST ANTISEMITISM LTD**;

“*Corporations Act*” means the *Corporations Act 2001* (Cth) or any statutory modification, amendment or re-enactment in force and any reference to any

OBJECTS

4. The objects for which the company is established are:
- (a) to ensure that Australian universities uphold inclusivity and intercultural sensitivity and are free from antisemitism just as they should be from any other form of discrimination, whether based upon race, religion, nationality, ethnicity or gender;
 - (b) to work towards educating university communities about rights and responsibilities in relation to creating safe campuses, free of antisemitism;
 - (c) Work with universities to adopt policies and practices that:
 - (i) counter discrimination and advance religious and ethnic tolerance;
 - (ii) support university students, staff and employees affected by antisemitism;
 - (iii) oppose organisations that promulgate antisemitism;
 - (iv) deny resources to groups and organisations that promulgate antisemitism;
 - (d) to speak up against programs, courses, subjects, and classes that provide a cloak for antisemitism, prejudice and discrimination through course readings, assessments, activities, images, or tropes that target Jews and the State of Israel;
 - (e) To provide resources and advice to universities to enable them to effectively respond to antisemitic actions amongst staff and students;
 - (f) to collaborate with other organisations, universities, and stakeholders in promoting zero tolerance for antisemitism, recognising this is a shared responsibility;
 - (g) to promote academic exchange with Israeli academic institutions that share our core values;
 - (h) to provide support and resources for victims of academic antisemitism;
 - (i) working collaboratively with other organisations within Australia who have similar purposes in order to promote these objects;
 - (j) applying the income of the company solely to promote those purposes; and
 - (k) to do all such acts as are incidental and conducive to the furtherance of the above objects.

POWERS

5. Solely for the purpose of carrying out the aforesaid objects and not otherwise, the company has the following powers: